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Research Ethics vs. Corporate Interests

Investigator's Disclosure Fuels Ethics Debate

At the Hospital for Sick Children administrators are in the midst of a swirling controversy over academic freedom and research ethics.

At the centre is one of Sick Kids' top researchers, Dr. Nancy Olivieri, a clinician at the University of Toronto. Three years ago, Dr. Olivieri made what she describes as a "very big mistake" in her effort to arrange funding for her study of a promising new drug.

She signed a confidential agreement with Apotex, Inc., a Canadian pharmaceutical company. In return for partly financing a study of the drug, deferiprone, Apotex received rights to potential sales from the drug, and Dr. Olivieri agreed that data from the study would be the company's property.

Corporate interests and research ethics began to clash when Dr. Olivieri's study suggested the drug may be harmful. And the outcome is raising serious questions about growing reliance on private sector funding for vital research.

Dr. Olivieri's interest in deferiprone was the potential it offered in the treatment of an inherited blood disorder, thalassemia. The only available treatment requires patients to receive monthly transfusions of red blood cells. But this treatment causes life-threatening complications. The iron-rich red blood cells accumulate in the body, damaging the heart and liver.

To get rid of the iron, patients are hooked up to a pump that slowly injects the drug defetoxamine for a 12-hour period every day for the rest of their lives. The new drug, deferiprone, would be administered in pill form — eliminating the often unbearable standard treatment.

With the work financed by the Medical Research Council of Canada, Dr. Olivieri and her team had some of the compound produced and tested it on 21 of her patients. Over the next three years test results showed a steady decline in iron levels in her study group. The revolutionary findings were published in the *New England Journal of Medicine* in April of 1995.

Dr. Nancy Olivieri — Put her career on the line.

But, as with any new findings in drug research, a lot more work was needed to prove that deferiprone was safe and effective with long-term use. The researchers started planning a much larger study with Apotex, in conjunction with the Medical Research Council of Canada and the U.S. National Institutes of Health. It was at this stage Dr. Olivieri signed the ill-fated agreement with the Apotex firm.

In the fall of 1995, liver biopsies in some of the Toronto patients showed dangerous levels of iron overload throwing the researchers into a panic. Toxic levels can compromise liver function and lead to scarring and life-threatening cirrhosis.

Dr. Olivieri immediately stopped giving the drug to those pa-

See ETHICS... Page 6 ☞

New Zealand

Campaign Vetoes Market Reform

A series of five tongue-in-cheek pamphlets from the Association of University Staff of New Zealand (AUS) is drawing the attention of AUS members, university students, politicians, the media and the public to the government's push for a market model in tertiary education. The pamphlets are part of an AUS campaign to target a Government White Papet due out in Octobet. This paper, says AUS executive directot Rob Crozier, will pave the way fot the following:

- Universities run more as businesses than places of public education;
- Students become consumers who use their vouchers to buy education, possibly overseas;
- Public and private education providers compete for the consumer (student) dollat;
- Private providers strip out profitable areas of higher education;
- Universities have to cut cornets and quality, ot chatge highet fees;
- Government-appointed boards of directors, rather than elected councils run universities;
- Research is governed by what the market will pay for;
- Staff salaries and conditions of employment come under more pressure;
- Academic freedom is jeopardised as universities protect their corpotate identities and incomes.

See CAMPAIGN... Page 6 ☞

Les intérêts privés s'opposent à l'éthique en recherche

Les administrateurs de l'Hôpital des enfants malades (Hospital for Sick Children) et l'Université de Toronto sont au centre d'une controverse qui a causé bien des remous.

Dr Nancy Olivieri, l'un des éminents chercheurs de l'hôpital, est la principale actrice de cette controverse. Il y a trois ans, elle a commis ce qu'elle considère comme une très grosse erreur en concluant une entente de financement pour l'étude d'un nouveau médicament prometteur.

Elle a signé un contrat confidentiel avec Apotex Inc., une compagnie pharmaceutique canadienne. En contrepartie du financement partiel de l'étude du médicament, le deferiprone, Apotex a obtenu les droits des ventes possibles du médicament. Dr Olivieri a accepté que la compagnie soit la propriétaire des résultats de l'étude.

Les intétêts privés et l'éthique en recherche sont entrés en conflit lotsque l'étude du Dr Olivieri a semblé indiquer que le médicament pouvait être nocif. Ce tésultat soulève de graves questions quant à la dépendance de plus en plus grande de la recherche vitale envers les fonds du secteur privé.

Dr Olivieri s'intéressait au deferiptone en raison des possibilités qu'il offrait pour le traitement de la thalassémie, une maladie hétéditaire du sang. Le seul traitement offert aux patients souffrant de cetre maladie est une transfusion de globules touges qu'ils doivent recevoir une fois par mois. Le traitement entraîne cependant des complications extrêmement graves. En effet, les globules rouges, tiches en fer, s'accumulent dans l'organisme, endommageant le coeur et le foie.

Afin d'éliminer la quantité de fer dans leur corps, les patients doivent recevoir tous les jours, à vie, des perfusions de deferoxamine. Le médicament est injecté lentement, pendant douze heures, à l'aide d'une pompe. Le nouveau médicament, le deferiprone, serait administré sous forme de comprimé, ce qui permettrait d'abandonner le traitement habituel, souvent insupportable.

Grâce au financement du Conseil de recherches médicales, Dr Olivieri et son équipe ont fait

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Bilingual designation of award relevant

The acknowledgment in the June, 1998 edition of the *Bulletin* of our having bestowed the prestigious Prix Nicole Raymond Award on professor Claude Dionne is greatly appreciated.

We ask you to note, however, that the official — and sole — designation of the award is bilingual, regardless of the official language in which reference to it is being made. The word "Prix" is, therefore, as much an integral part thereof as the word "Award." Consequently, we respectfully request that the full bilingual description be used in any future reference thereto.

IAN H. FRASER
President, Federation of New Brunswick Faculty Associations

Le Comité de direction de l'ACPPU et le comité de rédaction s'efforcent d'encourager la publication d'articles et de reportages en français dans le Bulletin. Par ailleurs, l'engagement de l'ACPPU au bilinguisme a permis d'assurer de manière permanente l'interprétation simultanée aux assemblées du Conseil de l'ACPPU. Lorsque cela est faisable, nos ateliers et nos séminaires sont offerts dans les deux langues. Nous regrettons que l'annonce du Prix Nicole-Raymond Award n'ait paru qu'en anglais. Nous continuerons de veiller à ce que tous les aspects de la politique de l'ACPPU sur le bilinguisme soient respectés. — La rédaction

The CAUT Executive Committee and the editorial board have worked to encourage French-language articles and news stories in the Bulletin. Meanwhile, CAUT's commitment to bilinguality has led it to make simultaneous translation a permanent feature of CAUT Council meetings. Where practical, our workshops and seminars are given in both languages. We regret that notice of the award of the Prix Nicole-Raymond Award appeared in English only, and will continue working to ensure that all aspects of CAUT policy on bilinguality are honoured — ed.

Law assures confidentiality

John Lowman's and Ted Palys' article in the *Bulletin* (June), "When Research Ethics & the Law Conflict" should be of great interest to researchers in the social sciences in general, and criminology in particular.

While I understand their concern to protect the confidentiality of research data and the privacy/anonymity of research subjects, I do not understand their argument that the "limited confidentiality" clause required by Simon Fraser's ethics review procedures "traded away participants' right to confidentiality by undermining their only legal protection, the so-called *Wigmore* test."

The clause in question apparently assures participants that "Any information that is obtained during this study will be kept confidential to the full extent permitted by law." Since the "law" evidently incorporates the so-called *Wigmore* test, as Russel Ogden's experience before the Vancouver Coroner's Court and Lowman and Palys' analysis in the article confirm, how can it be said that the limited confidentiality clause undermines the *Wigmore* test?

Participants in research to which this clause relates evidently enjoy confidentiality to the full extent permitted by law, which includes the benefit of the *Wigmore* test, and any claims to confidentiality beyond these limits would certainly — contrary to what Lowman and Palys assert — involve a claim that such research should be "above the law."

When I last checked, academic freedom did not include freedom to ignore the established law of the land. If we find the law intolerable, of course we have the option to advocate changes to it but not the right to disobey it with impunity.

PHILIP C. STENNING
Criminology, University of Toronto

ERRATUM

In the June edition of the *Bulletin* (Bookshelf) we inadvertently misspelled the name of one of our contributors. The quick review of "Leasing the Ivory Tower" was written by professor Michiel Horn. We apologize for any embarrassment this may have caused — ed.

Ethics/law conflict revisited

Professor Stenning's misunderstanding issues from his quoting the first part of the SFU informed consent statement out of context. The statement also says, "as a result of legal action, the researcher may be required to divulge information obtained in the course of this research to a court or other legal body." All the commentary we have seen reveals a profound irony in the common law relating to confidentiality. By implying that you will violate a court order to protect confidentiality (i.e., you guarantee unlimited confidentiality like Russel Ogden did), the greater the likelihood a court will recognize that a communication is privileged. The SFU consent statement is disastrous when it comes to employing the Wigmore test to protect confidential information, because it makes it clear that *unlimited* confidentiality is *not* being offered. In these circumstances, the court could just say, "The information was not confidential because you told the research participant a court might require it, and a court now requires it, *ergo* no privilege is recognised."

Professor Stenning seems to think the meaning of the phrase, "the extent permitted by law" is self-evident. But it is not. Russel Ogden's experience and the subsequent actions of the SFU Ethics Committee make it clear that the university and the committee believe the limit of the law is reached when a court asks for information. In this regard, we would urge professor Stenning to read Judge Steinberg's Decision in *Russel Ogden v. SFU* where he admonishes SFU for not recognising that "the rule of law includes the right to determine what the boundaries or the extent of academic privilege might be by way of a court challenge." In his concluding paragraph, professor Stenning says: "If we find the law intolerable, of course we have the option to advocate changes to it but not the right to disobey it with impunity." The first claim in this sentence is all well and good when we are talking about statutory law. Indeed, Canadian researchers should campaign to secure researcher-participant (i.e., academic) privilege in legislation, as is currently available only to Statistics Canada researchers and their participants (*Statistics Act*, section 18). Also we should campaign to obtain the equivalent of the "privacy certificates" that are available to US researchers exempting them from mandatory reporting requirements.

But the Ogden case raises a different issue: The "law of the land" is written *after* the fact. According to the Supreme Court of Canada, the appropriate mechanism for establishing privilege on a case-by-case basis is the Wigmore test. And here is the most important point: If researchers can successfully use the test, as Ogden did, it may lead to the establishment of a class privilege (which is precisely how Wigmore intended it to be used).

Consequently, we would advise Canadian researchers who believe that confidentiality is integral to the research enterprise to design their research in light of the Wigmore test: is the element of confidentiality essential to the relationship between researcher and participant? Is the relationship one that should be sedulously fostered? Is the injury that would inure to the relation by the disclosure of the communication greater than the benefit thereby gained for the correct disposal of the litigation? If all three answers are "yes," then the pact should be sealed with a guarantee of unlimited confidentiality. If a judge ordered a researcher to disclose information, we think it is essential to the integrity of the research enterprise to appeal the decision all the way to the Supreme Court of Canada if need be. And what if the Supreme Court ordered a researcher to divulge confidential information? We argue that they should not divulge it. Would this hypothetical researcher have exercised "the right to disobey [the law] with impunity?" Of course not — he or she would have to submit to the sentence imposed. This is the same as the journalists' code of ethics, and we shudder to think that ours would be any different. Academic privilege is a social good worth fighting for, even if it means the loss of liberty.

Professor Stenning asserts that academic freedom does not include freedom to ignore the established law of the land. While we think it highly unlikely that a Canadian researcher would be put in the position of having to violate the law, we believe that any doctrine that absolutely subordinates research ethics to law is a very dangerous infringement of academic freedom because it erodes the university's independence from the state. We will continue to resist this kind of imposition.

JOHN LOWMAN & TED PALYS
Criminology, Simon Fraser University

Poor choice of words

The *Bulletin* (June) opens with the headline "University Gets Back at Retired Professor." In fact, it was not the university that got back at him. It was the administration via its board of regents, as the account makes clear.

"The faculty has largely sided with" the victimized retiree, the report informs us. No university administration is the university. We should not report it as such nor fail to challenge any claims it might make to that effect. The university is the common enterprise of staff and students, underwritten by the general public. The administration is supposed to help it function; it does not own it.

LEE LORCH
Mathematics & Statistics, York University

COMMENTS? QUESTIONS?

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Alberta Appeal Court Rules in Favour of Faculty

BY SCOTT GRILLS

THE ALBERTA COURT OF APPEAL has ruled in favour of faculty in a recent case concerning membership in the bargaining unit. The details are complex and a bit unusual because Alberta's post-secondary institutions are not governed by standard labour legislation, but by labour legislation-type provisions embedded in various acts governing universities, public colleges and technical institutes.

Since the three types of legislation give identical powers over the faculty associations to boards of governors, what happens at colleges applies equally to universities, and technical institutes.

Boards of governors determine who is to be considered "academic staff" and who, therefore, is a member of the faculty association. The acts require that if the boards contemplate any change in status of a faculty association member, there must be "consultation" with the faculty association.

In the case upon which the appeal court just ruled, a librarian at Lakeland College (a public college located in NE Alberta) was removed from the bargaining unit. The faculty association challenged the ruling in the courts, the board of governors responded, and a sequence of administrations and faculty associations from universities, technical institutes, and other colleges all took intervenor status.

The case was lost at the Court of Queen's Bench but when it went to appeal, the appeal court found in favour of the faculty member and against the board of governors.

The judgement contains some sweeping statements that constrain the way boards of governors can act in determining who is and is not an "academic faculty" member. The court ruled that redesignation of status cannot be used to circumvent the collective agreement provisions of the acts by popping members out of the collective agreements without following due process.

The judgement also establishes stringent definitions of what constitutes proper consultation which will become the expected standard in any other cases that might arise. Faculty associations will be able to measure boards' actions against the definitions of consultation that are found in this judgement.

The court also sets a wide definition of "academic" functions, including the functions of librarians, which may also serve as a useful precedent both in Alberta and elsewhere.

The Association of Academic Staff: University of Alberta was the only university faculty association to become an intervenor. It did so only because the University of Alberta board of governors first chose to take intervenor status.

AAS:UA received assistance with its considerable legal costs from the Confederation of Alberta Faculty Associations (at the Queen's Court level) and from CAUT (at the Court of Appeal level) because of the importance of this case to the future of university collective bargaining across Alberta. ■

(Scott Grills is President of the Confederation of Alberta Faculty Associations.)

Les intérêts privés et la recherche

SUITE DE LA PAGE 1

produire certains des composés et les ont éprouvés sur 21 de ses patients. Au cours des trois années suivantes, les résultats des tests ont démontré un recul régulier des niveaux de fer chez les patients de son groupe d'étude. Ces résultats révolutionnaires ont été publiés dans l'édition d'avril 1995 du *New England Journal of Medecine.*

Toutefois, ainsi qu'il en est de toutes nouvelles découvertes dans la recherche pharmaceutique, il fallait pousser davantage les travaux pour prouver que le defetiptone était sans danger et efficace à long terme. Les chercheurs ont commencé à planifier une étude plus large avec Apotex, de concert avec le Conseil de recherches médicales du Canada et le National Institutes of Health des États-Unis. C'est à cette étape que Dr Olivieri a signé le malheureux contrat avec la compagnie Apotex.

À l'automne 1995, des biopsies du foie, pratiquées sur certains des patients de Toronto, ont révélé des surplus de fer dangereusement élevés, semant la panique chez les chercheurs. Des niveaux toxiques peuvent compromettre le fonctionnement du foie et entraîner des modifications pathologiques alarmantes et dégénératives causant une cirrhose extrêmement grave.

Dr Olivieri a aussitôt cessé d'administrer le médicament aux patients les plus à risque. Elle était toutefois convaincue, à l'époque, que l'étude devrait se poursuivre sur les patients semblant en bénéficier. Les chercheurs pensaient que le médicament pouvait être efficace pour certains patients. Le seul moyen de s'en assurer était de poursuivre l'étude et de surveillet attentivement les patients.

Dr Olivieri a informé Apotex de ses résultats négatifs et lui a demandé de modifiet le formulaire de consentement des patients afin d'y inclure les contre-indications. Ne trouvant pas que des patients étaient à risque, la compagnie a refusé de modifier le formulaire.

Décidant d'aller de l'avant quand même, Dr Olivieri a rédigé un nouveau formulaire et l'a transmis à Apotex en mai 1996. En guise de réponse, la compagnie a retiré au médecin ses fonctions de chercheure principale des études menées à Toronto et la présidence du comité directeur de l'étude internationale. L'étude de l'hôpital des enfants malades a été interrompue et Apotex a confisqué les médicaments entreposés à la pharmacie de l'hôpital.

Dr Olivieri a en outre fait l'objet de menaces de poursuite judiciaire à maintes reprises si elle divulguait à ses patients les résultats de l'étude. Elle l'a fait quand même, estimant que la santé de ses patients était ce qui comptait le plus. Elle croyait aussi que l'hôpital l'appuierait. Toutefois, lorsqu'elle a demandé une aide juridique, l'administration la lui a refusée au motif qu'elle n'avait pas obtenu le consentement de l'hôpital avant de conclure son entente avec Apotex.

Le *New England Journal of Medecine* a publié cet été l'étude du Dr Olivieri, trois ans après la conclusion de son entente de financement avec Apotex et malgré les prétentions du fabricant selon lesquelles l'étude de la chetcheure présentait de sérieuses lacunes.

Devant la pression, l'administration de l'hôpital des enfants malades a annoncé qu'elle effectuerait un examen externe de ses politiques et de ses procédures pour les essais cliniques afin d'assurer la sécurité des patients et l'intégrité scientifique. L'hôpital a toutefois refusé que l'examen traite aussi de l'expérience du Dr Olivieri.

Pour les chercheurs de l'hôpital cependant, cette décision ne va pas assez loin. Une pétition signée par 140 médecins et chercheurs demande un examen interne de l'hôpital qui comprendrait l'évaluation de ce qui est arrivé au Dr Olivieri.

En dépit de la situation, Apotex donne présentement suite à ses projets de breveter et de vendre le médicament au Canada et en Europe. ■

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Digital Diploma Mills — The Coming Battle Over Online Instruction

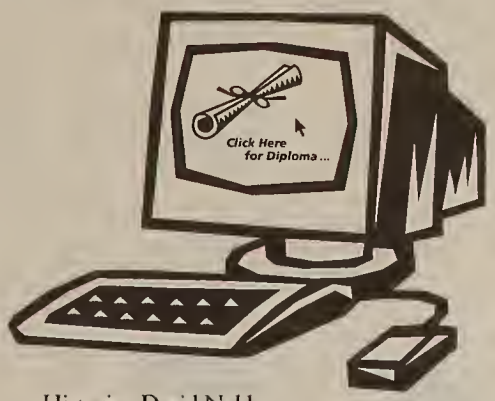
BY DAVID F. NOBLE

TENSIONS ARE RAPIDLY MOUNTING today between faculty and university administrations over the high tech commercialization of higher education. During the last two decades campus commercialization centered upon the research function of the universities, but it has now shifted to the core instructional function, the heart and soul of academia. In both cases the primary commercial impulse has come from non-academic forces, industrial corporations seeking indirect public subsidy of their research needs and private vendors of instructional hardware, software, and content looking for subsidized product development and a potentially lucrative market fot their wares. In both cases also, there has been a fundamental transformation of the nature of academic work and the relationship between higher educational institutions and their faculty employees. With the commoditization of instruction, this transformation of academia is now reaching the breaking point.

The commercialization of research entailed the convertsion of the intellectual process of research into discrete products — inventions — and the conversion of these inventions into commodities — something that could be owned and exchanged on the market — by means of patents and exclusive licenses. With this change, faculty who conducted research in the service of their role as educators and scholars, became instead producers of commodities for their employer. Universities could become commercial players not only because they were the major site of federally-funded scientific and technological research but also because amendments to the patent law had given academic contractors ownership of all patents resulting from federally-funded research.

This potentially gave the universities something to trade with industry: licenses to those patents. But before the universities could make any proprietary deals with industry they had first to secure the patent rights of their research faculty and staff, because patents are issued only to inventors not to institutions. Universities thus established ad hoc arrangements with their own professors, giving them a share of revenues in exchange for their patent rights. Eventually they adopted formal intellectual property policies similar to those devised many decades before by private industry: employees would be required contractually to assign their patent rights to the university as a routine condition of employment.

In the process, research, formerly pursued as an end in itself or as a contribution to human knowledge, now became a means to commercial ends and researchers became implicated, directly or indirectly and wittingly or not, in the business of making money for their universities. The commercialization of academic research brought universities and industry into close partnership; it made some people very rich and no doubt resulted in the development of some new technologies. But it also ushered in a brash new regime of proprietary control, secrecy, fraud, theft, and commercial motives and preoccupations. Some argue that this new commercial ethos has irreversibly corrupted the university as a site of reliably independent thought and disinterested inquiry, placing in jeopardy a precious and irreplaceable public resource.



Historian David Noble is a professor at York University and co-founder of the National Coalition for Universities in the Public Interest. His article "Digital Diploma Mills: The Automation of Higher Education" first appeared on the Internet in October 1997. His second article "Digital Diploma Mills: The Coming Battle Over Online Instruction" followed in March 1998. The following extract is from this second article. CAUT will publish David Noble's commentary on the UCLA-onlinelearning.net agreement in the October edition of the Bulletin.

Today the universities are moving rapidly to commercialize their instructional activities in much the same way. Here the instructional process, classroom teaching, is converted into products such as CD-ROMs, Websites, or courseware. These products are then converted into marketable commodities by means of copyrights and licenses to distribute copyrighted instructional products. Like the commercialization of research, the commercialization of instruction entails a fundamental change in the relationship between the universities and their faculty employees. Here faculty who develop and teach face-to-face courses as their primary responsibility as educators are transformed into mere producers of marketable instructional commodities which they may or may not themselves deliver.

Universities today are going into business for themselves, as the producers and distributors of commercial instructional products, or they are making deals with private firms for the production and distribution of online courses. But before the universities can begin to trade on their courses, they must first control the copyright to course material. Course copyright is the *sine qua non* of the digital diploma mill.

In copyright law, however, ownership follows authorship. This means that course materials are the property of the teaching faculty and staff who developed them. Traditionally universities have acknowledged that faculty, as the authors of courses, have owned their course materials and hence copyright to them (except in those cases where extraordinary university resources were involved in course development, which might entail shared ownership). But the universities are now undertaking to usurp such traditional faculty rights in order to capitalize on the online instruction marketplace, and it is for this reason that the rather arcane matter of copyright and intellectual property has become the most explosive campus issue of the day. Here the battle line over the future of higher education will be drawn.

For faculty and their organizations it is a struggle not only over proprietary control of course materials per se but also over their academic role, their autonomy and integrity, their future employment, and the future of quality education. In the wake of the online education goldrush many have begun to wonder, will the content of education be shaped by scholars and educators or by media businessmen, by the dictates of experienced pedagogy or a quick profit? Will people enroll in higher educational institutions only to discover that they might just as well have stayed home watching television?

At present the universities are in a phase of transition, experimenting with solutions to their copyright dilemma. Such efforts must be watched very closely because what happens now will likely determine the future shape of higher education. During the last few years several universities have entered into formal agreements with private firms which give some indication of where they are headed: UCLA and onlinelearning.net (formerly The Home Education Network), UC Berkeley and America On Line (AOL); and the University of Colorado and Real Education. These documents, heretofore confidential, herald the dawning of a new regime of instruction strikingly similar to the commercial regime of academic research.

The initial loci of these arrangements are the extension programs of the universities, the testing grounds for online instruction and the beachheads, so to speak, for the commercialization of higher education. In each of these contracts, entered into without faculty knowledge (much less approval) the university has explicitly assumed its own, rather than faculty, authorship/ownership of course materials, in violation not only of academic tradition but perhaps also of federal copyright law. In claiming authorship/ownership as a precondition of making the deal, the universities might also have committed fraud.

Whether or not the universities have already overstepped legal boundaries, it is clear that there is a move afoot here to establish surreptitiously a new practice, a new tradition, in which universities automatically own all rights to course material developed by faculty. Unless faculty act quickly to assert and confirm their rightful claim to their course materials, their inaction might retrospectively be seen by the courts in the future as a tacit acknowledgement of the abandonment of those rights. In the longer run, universities will no doubt undertake to routinize this theft by requiring faculty to assign all copyrights on course material to the university as a condition of employment as they have done with patents.

The agreement between America On Line (AOL) and C Berkeley (The Regents of the University of California) points in this very direction. Signed on July 26, 1995, this agreement, which also contains a confidentiality clause, centers upon Berkeley's extension program, the Center for Media and Independent Learning. Here the arrangement from the outset entails only the licensing of course distribution rights without any transfer of copyright from the university to the company. According to the agreement, the university aims to offer "electronic courses in a broad spectrum of disciplines (Arts and Humanities, Business and Management, Computer Science, Hazardous Materials Management, Natural Sciences, Social Sciences), for credit or for professional development." Accordingly, the "University grants AOL a nonexclusive, revocable, worldwide license to market, license, distribute, and promote these courses." In doing so, the university represents and warrants to AOL that such offerings "will not infringe on or violate any copyright, patent, or any other proprietary right of any third party. ..."

The university is representing to AOL that it alone owns the course materials and that no third parties, including the faculty who develop courses, have any rights to them. In order to secure faculty compliance with this claim, the university has drawn up a generic course development "letter of agreement" for instructors to execute. In this document, which instructors are required to sign, the university informs instructors that "The Regents of the University of California will own the copyright to all materials you develop, in print or other media, for use in this UC Extension course ... and we retain the right to continue offering the course should you resign as instructor." By means of this contract the university obtains, and the instructors abandon, ownership of all course materials. Instructors are paid a modest honorarium for developing the course and abandoning their rights, payable half on acceptance of the materials and half on actual delivery of the course. Whereas AOL receives 10 per cent of all royalty revenues, the instructors receive none.

The next example is possibly the most far-reaching, involving the Denver-based com-

See DIPLOMA MILLS... Page 8 ☞

Canadian National Conference on Student Discipline

The University of Alberta is hosting the first Canadian National Conference on Student Discipline at Banff, Alberta, in the heart of the Rocky Mountains.

With two full days of sessions, and presentations by twenty-four professionals from across the Canada, this conference will be of great interest to a range of professionals involved with student discipline in any post-secondary institution, small or large.

Topics to be covered include Natural Justice, Training Judicial Panels and Boards, Current Issues in the US, Lawyers in Hearings, Discipline at Small Institutions and in Residences, Dealing with the Media, Confidential versus Open Disciplinary Hearings, and several others.

Registration is limited to 80 delegates, so please register early!

Contact Information

University Secretariat
2-5 University Hall
University of Alberta
Edmonton, AB T6G 2J9

Phone: (403) 492-4965
Fax: (403) 492-1424
E-mail: univ.secr@ualberta.ca

1999 Sarah Shorten AWARD

Request for Nominations

The CAUT Status of Women Committee requests nominations for the 1999 Sarah Shorten Award.

The Sarah Shorten Award was established in 1990 to recognize outstanding achievements in the promotion of the advancement of women in Canadian universities.

Faculty associations, status of women committees, or any other interested parties are invited to submit nominations for the Sarah Shorten Award. Nominations, once made, will remain in the nomination pool for the following year and will then expire. Renominations will be accepted.

Nominations should include the following:

- a letter of nomination giving a detailed statement describing specifically the contributions and achievements of the candidate as they relate to the advancement of women in the university;
- a full curriculum vitae; and
- letters of support.

Please indicate your willingness to release your letter to the 1999 recipient of the award.

The criteria used by the Committee for its recommendation to CAUT Council are as follows:

1. Candidates need not be a member of the university community but the results of their contribution(s) must have benefited women in the university.
2. Candidate's contribution(s) may have benefited any or all groups of women (faculty, students, staff) in the university community;
3. The form(s) of the candidate's achievement(s) may include but are not limited to the following: organizational leadership, policy implementation, legislation, publication, educational initiatives, or dedicated service;
4. The outstanding quality of the contribution may derive from the result of a single project or activity, or the accumulation of efforts through consistent involvement over a long period of time in supporting the advancement of women in the university; and
5. The candidate's contributions to the advancement of women in the university may have been focused locally (in a single university), provincially, regionally, nationally, or a combination of these.

Nomination deadline:

The nomination deadline for the 1999 Sarah Shorten Award is **January 31, 1999**, but the CAUT Status of Women Committee will entertain nominations at any time for future recipients.

Nominations should be addressed to:
CAUT Status of Women Committee
c/o Maureen Webb
Canadian Association of University Teachers
2675 Queensview Drive
Ottawa, ON K2B 8K2

PRIX Sarah-Shorten 1999

Appel de candidatures

Le Comité du statut de la femme de l'ACPPU lance un appel de candidatures pour l'attribution du prix Sarah-Shorten de 1999.

Institué en 1990, le prix Sarah-Shorten a pour but de reconnaître les réalisations exceptionnelles d'une promotrice de l'avancement des femmes dans les universités canadiennes.

L'invitation s'adresse aux associations de professeurs, aux comités du statut de la femme ou aux parties intéressées. Dès qu'elles sont soumises, les candidatures sont conservées dans les dossiers jusqu'à la fin de l'année suivante. Les candidatures qui seront présentées de nouveau seront acceptées.

Les pièces suivantes accompagnent les mises en candidature :

- une lettre de mise en candidature énonçant en détail les contributions de la candidate à l'avancement des femmes à l'université et ses réalisations dans ce domaine;
- un curriculum vitae complet de la candidate proposée;
- des lettres d'appui.

Prière d'indiquer si vous consentez à ce que votre lettre soit remise à la lauréate de 1999.

Les critères dont le Comité se sert pour recommander une candidature au Conseil de l'ACPPU sont les suivants :

1. il n'est pas nécessaire qu'une candidate soit membre de la communauté universitaire, mais le résultat de ses contributions doit avoir été à l'avantage des femmes à l'université;
2. Ses contributions peuvent avoir avantagé l'un ou l'autre ou tous les groupes de femmes (professeures, étudiantes, membres du personnel) de la communauté universitaire.
3. Ses réalisations peuvent avoir eu diverses formes, notamment un leadership organisationnel, la mise en oeuvre de politiques, une mesure législative, la publication, des initiatives pédagogiques ou un dévouement exceptionnel.
4. La qualité remarquable de la contribution peut être celle d'un projet ou d'une activité unique ou bien peut être constituée par un grand nombre de réalisations échelonnées sur une longue période de temps, au cours d'un engagement suivi dans le soutien de l'avancement des femmes à l'université;
5. Ses contributions à l'avancement des femmes dans l'université peuvent s'être concentrées à l'échelle locale (dans une seule université), ou à l'échelle provinciale, régionale ou nationale, ou à tous ces niveaux à la fois.

Date limite :

La date limite de réception des mises en candidature pour le prix Sarah-Shorten 1999 est **le 31 janvier 1999**, mais le Comité du statut de la femme de l'ACPPU accueillera des candidatures n'importe quand pour les lauréates futures.

Prière d'adresser les mises en candidature à l'adresse suivante :
Comité du statut de la femme de l'ACPPU
a/s Mme Maureen Webb, Association canadienne
des professeures et professeurs d'université
2675, promenade Queensview
Ottawa (Ontario) K2B 8K2

CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS
ASSOCIATION CANADIENNE DES PROFESSEURES ET PROFESSEURS D'UNIVERSITÉ

Research Ethics vs. Corporate Interests

FROM PAGE 1

tients most at risk but, at the time, was convinced the study should continue in those in whom the drug appeared useful. The researchers thought the drug treatment could be appropriate for some of the patients. The only way to find out for sure was to keep the study on track and carefully monitor the patients.

When Dr. Olivieri approached Apotex with her negative findings and a request to change the patient consent form to include the contraindications, the company disagreed that the patients were at risk. Apotex opposed changing the consent form.

But when Dr. Olivieri went ahead anyway and drafted a new consent form, and forwarded it to Apotex in May, 1996, the company response was to fire her as principal investigator of the Toronto studies and as chair of the international study's steering committee. The study at the Hospital for Sick Children was halted, and Apotex confiscated the drugs from the hospital's pharmacy.

Dr. Olivieri was also repeatedly threatened with legal action if she divulged the findings to her patients. She spoke out anyway, believing that the health care of her patients was paramount. Dr. Olivieri also believed she would be supported by the Hospital. But her request for legal assistance from the institution was denied on the grounds that she had not obtained the administration's approval for her deal with Apotex.

This summer, three years after she first artanged funding from Apotex, and in spite of the manufacturer's claim that her study is seriously flawed, the *New England Journal of Medicine* has published Dr. Olivieri's results.

Under pressure, the Hospital for Sick Children announced that it would conduct an external review of its policies and procedures for clinical trials to ensure patient safety and scientific integrity. But the Hospital refused to allow the review to consider Dr. Olivieri's experience.

Doctors and researchers at the hospital feel such a review doesn't go far enough. Close to 140 of them have signed a petition asking for an internal hospital review that includes what happened to Dr. Olivieri.

Despite all this, Apotex is proceeding with its plans to licence and sell the drug in Canada and Europe. ■

Campaign Vetoes Market Reform

FROM PAGE 1

Rob Crozier believes New Zealanders have become a lot more skeptical about such market reforms, given what has happened in health and other walks of life. "The attempt to turn public hospitals into competing health providers has caused huge problems in New Zealand. In education too, there's quite tightly a lot of resistance to importing that competitive market model."

One pamphlet on academic freedom struck a chord with many university staff, said Crozier. "Once you set up commercial relationships between universities and private sponsors, then you risk compromising academic inquiry. A lot of AUS members are worried about whether they can freely operate in a more commercial environment."

Key elements of the market model are already in place he warns. One, the Universal Tertiary Tuition Allowance, (UTTA), was introduced in last May's budget. The UTTA is a type of voucher that will encourage students to "shop around" among competing public and ptivate providers, says Crozier. The government has not ruled out the bizarre notion that students could spend their vouchers overseas. "This means a New Zealand student might decide to redeem their voucher at Sydney University or UBC. I don't think many New Zealand taxpayers will like the fact that their taxes could end up being paid to overseas institutions."

Crozier says a market free-for-all of competing providers would create huge problems for staff, and for long-term planning and research. "It would also jeopardise the high international standing of this country's universities. Globally, the costs of a failed experiment in higher education are enormous."

The white paper will be a final statment of government policy. "The time to influence the decisions is before the Cabinet committee decides on the policy. AUS will be doing all it can to alert the public to the government's plans, targeting the industrial issues, impacts on international standing of the universities and degrees, academic freedom, quality and equity concerns and public tertiary education as an investment for the future." ■

For more information on the Tertiary Review Campaign — AUS, PO Box J 1-767, Wellington. E-mail: national.office@aus.ac.nz. Website: http://www.aus.ac.nz.

Adjudicator Finds Flawed Procedures at Waterloo

An adjudicator looking into the handling of a racism complaint against a university professor has made an important decision about academic freedom and the necessity for universities having and following good complaint procedures.

In June of 1997 Peter Mercer, vice-president administration and general council of the University of Western Ontario, was asked by President Downey of the University of Waterloo to investigate the handling of a complaint against sociology professor Ken Westhues and to adjudicate professor Westhues' appeal about disciplinary measures imposed by University of Waterloo vice-president academic and provost, James Kalbfleisch.

The University of Waterloo had disciplined professor Westhues following a complaint by a student in an undergraduate sociology course in 1996. The student alleged that he "made racist and unbalanced arguments regarding the theory of bio-politics," failed to define the meaning of such terms as "employment equity" and "affirmative action," and did not explain "the reasons why the state ... mandated such legislation." Further the student said that professor Westhues made comments in class that, among other things, made her feel humiliated, embarrassed and alienated.

Professor Mercer noted that a professor's statements are not unethical in the University of Waterloo policy "simply on the basis that one of the students felt uncomfortable; discomfort is often the result when any of us are challenged by ideas or opinions that clash with our own." He continued, "Expressions of opinion are sometimes offensive, even hurtful, but that is sometimes the price of guaranteeing the free expression of ideas in the university."

Professor Mercer warned about "a slippery slope where academic freedom of expression is censored in the name of countering racism." The importance of staying off this slippery slope requires that universities adopt good, fair policies for handling ethics and harassment complaints, and that they adhere to such procedures scrupulously.

Professor Mercer exonerated professor Westhues, and advised the University of Waterloo to take a close look at its procedures for handling complaints made by students about professors. He also made strong arguments for protecting academic freedom.

The student was offered the option of an attempt at informal settlement, but she declined, asking instead that her complaint have a formal hearing. As a result of that hearing, an internal ethics committee found against professor Westhues.

The university provost rejected the ethics committee's findings and found that there was no evidence professor Westhues made a racist statement, but imposed a discipline measure of one month's suspension without pay because of the way professor Westhues had defended himself against the complaint.

CAUT's Academic Freedom and Tenure Committee, in a letter to President Downey, expressed dismay at the way in which the complaint against professor Westhues had been handled by Provost Kalbfleisch. It spoke in strong terms about what it perceived to be a serious threat to academic freedom — arguments echoed in the Mercer report.

Professor Mercer found that the policies of the University of Waterloo were flawed. "The University of Waterloo and its constituencies are not well served by some of its policies, especially policy 33 (the ethics policy) ... The university owes it to itself to take a good look at its policies." Quoting from an earlier CAUT Academic Freedom and Tenure Committee report on another matter involving professor Westhues, he noted that the CAUT committee had reached the same conclusion about policies at the University of Waterloo.

Professor Mercer found that the grounds for the student's allegations had never been provided to professor Westhues, and that the hearing committee established under Waterloo's policy 33 had erred in taking up the complaint when it had not been provided with any allegations that could be said to constitute a breach of Waterloo's policies.

The adjudicator also rejected the original complaint by the student against professor Westhues. "The mere use of the terms 'racist' and 'unbalanced' is insufficient. In the first place, on my reading of the university's policies, the expression of 'racist' or 'unbalanced' views per se would not constitute an offense however objectionable it might otherwise be. There is, in fact, no indication ... of how professor Westhues' behaviour can allegedly be characterized in these ways."

Professor Mercer also stated that the student's complaint that professor Westhues' s handling of the class had caused "undue stress, humiliation, embarrassment and feelings of alienation" did not establish grounds for a complaint to the ethics committee. There should have been some grounds for believing that professor Westhues had behaved in a gratuitously offensive way before a formal hearing under policy 33 was convened. Professor Mercer found no evidence to establish such grounds.

Professor Mercer also stated that the ethics committee had failed to attempt "every reasonable effort to resolve the matter informally," as required under policy 33. In fact, the ethics committee proceeded to a formal hearing immediately on receiving the student's request.

Professor Westhues submitted a lengthy written statement to the hearing committee, but refused to stay through a preliminary hearing because he did not believe that the committee was following its own procedures, and because he did not trust himself to maintain his composure during the meeting. Instead he left a representative provided by the University of Waterloo Faculty Association to speak for him at the hearing. Given the failure of the hearing committee to ensure that grounds for the complaint were provided, and its failure to attempt an informal resolution of the matter, professor Mercer concluded in his report that professor Westhues was not obliged to cooperate with the committee by attending its meetings.

Ironically, it was this failure to attend the committee hearing that led the university provost to discipline professor Westhues, even though the provost had himself rejected the report of the ethics committee because it failed to establish any grounds for the student complaint. The provost also took professor Westhues to task for allegedly violating the student's confidentiality, charges that the adjudicator also dismissed.

Professor Mercer went further with his criticisms of Waterloo's handling of the case, pointing out among other things that Waterloo does not even have a policy on discipline that establishes the authority of the provost to impose discipline in the first place, much less a serious sanction amounting to a fine of several thousand dollars. Professor Mercer also found the provost had erred in failing to provide professor Westhues an opportunity to respond before imposing this sanction.

In the end, professor Mercer concluded that the discipline imposed on professor Westhues was unwarranted, and he cancelled the suspension without pay, awarded reimbursement of his legal expenses, and also awarded professor Westhues a six-month research leave with full pay. ■

The Mercer report is available at www.uwaterloo.ca/documents/westhues.html.

This article was supplied by CAUT's Academic Freedom & Tenure Committee.

Case Update

Partial Victory in Bavaria Case

A partial victory has been achieved in an academic freedom and tenure case involving the University of Augsburg, in the German state of Bavaria, according to Pat O'Neill, chair of CAUT's Academic Freedom and Tenure Committee.

Professor O'Neill said that Canada's Department of Foreign Affairs and International Trade has agreed to tell academics in advance that they will be required to answer questions about their affiliation to a long list of political and religious organizations before they can take up visiting professorships at the University of Augsburg. Professor O'Neill said his committee has suggested that the Canadian government go further, and warn academics about all such situations. Apparently by Bavarian state law, all universities are required to ask these questions of visiting academics.

Professor Marchak, a professor at the University of British Columbia, was set to commence a teaching stint as a visiting professor at the University of Augsburg when the university's administration instructed her to sign a declaration stating that she was not a member of 47 proscribed political and religious organizations. Believing the demand to be a gross violation of academic freedom, professor Marchak refused to sign and returned to Canada.

Upon her return, she brought the matter to the attention of CAUT's Academic Freedom and Tenure Committee. In addition to her obvious concern about the very existence of such a declaration, professor Marchak was also disturbed that she had not been warned of the requirement prior to her arrival in Germany.

Professor Marchak and the academic freedom and tenure committee raised this issue of prior notice with Brian Long, the director of the international academic relations division of the Department of Foreign Affairs and International Trade (the funding source to the visiting professorship program). In a written response to the committee, Mr. Long indicated that the division had been previously unaware of the requirement to sign the declaration and that it regretted the difficulty that professor Marchak encountered. Mr. Long further indicated that the division's concerns in the matter had been communicated to the University of Augsburg and, should the university be unable to modify its policy, the division would insist that the university inform candidates of the requirement to sign the declaration early in the selection process.

Professor O'Neill observed "The requirement to sign the declaration is still in place, but at least Canadian scholars will now know about the dangerous practices at this university. They should also be warned that the same situation applies to other universities in Bavaria." Professor O'Neill was pleased that professor Marchak and the academic freedom and tenure committee had placed the spotlight on a situation that was reminiscent of the McCarthy era. ■

This update was provided by Paul Jones of CAUT. The Bulletin, April 1998 outlined the story of professor Marchak and her encounter with the administrators at the University of Augsburg.

IN MEMORIAM

The Canadian Committee on Women's History (CCWH) has initiated a fund-raising campaign in memory of Barbara Roberts. Dr. Roberts was a former president of the Athabasca University Faculty Association, an historian, and a women's studies professor. She was an active feminist scholar and author. The CCWH, affiliated with the Canadian Historical Association, is hoping to raise enough money to endow the Barbara Roberts Memorial Research Grant to be administered by the Canadian Research Institute for the Advancement of Women (CRIAW). The choice of CRIAW reflects Barbara's commitment to grassroots research as well as academic scholarship and commemorates her active work for justice, peace and community. Individuals and faculty associations are invited to send donations. Cheques should be made out to the Canadian Research Institute for the Advancement of Women, and sent to: Dr. Linda Kealey, Department of History, Memorial University of Newfoundland, St. John's, NF A1C 5S7. If possible please include your e-mail address. Donors will receive a tax receipt from CRIAW. For further information contact Dr. Kealey at lkealey@morgan.ucs.mun.ca.

NOTES DE L'ACPER

L'association des retraités forme une société virtuelle

L'ACPER EST L'ASSOCIATION CANADIENNE DES PROFESseurs émérites et retraités. L'idée de cette association «virtuelle» est née lors d'une rencontre d'une journée tenue à l'Université de Calgary pendant le congrès des sociétés savantes de 1994. Un petit groupe de travail a alors été mis sur pied avec pour mandat d'examiner la possibilité de créer une fédération pancanadienne d'associations et de sociétés de professeurs à la retraite. La première tâche du groupe de travail a consisté à envoyer aux recteurs de toutes les universités et tous les collèges universitaires un questionnaire qu'ils devaient remettre aux dirigeants des associations ou sociétés de retraités qu'ils connaissaient. Les réponses ayant été encourageantes, des rencontres préliminaires ont ensuite eu lieu pendant les congrès des sociétés savantes tenues à l'UQAM, aux universités Brock, Memorial et d'Ottawa.

Le questionnaire demandait notamment par quels moyens une fédération pouvait servir aux associations de retraités? La plupart des répondants ont mentionné l'échange d'information et ont généralement ajouté l'information sur les régimes de retraite, les programmes d'activités, les concessions et les privilèges offerts par les administrations universitaires (bureau, stationnement restreint mais gratuit à l'université, privilèges d'accès à la bibliothèque) et les relations avec l'administration et autres organismes en général. Certains répondants, soutenant qu'ils «n'avaient pas perdu tous leurs esprits», ont inversé les rôles en demandant non pas ce que l'université pouvait faire pour eux mais ce qu'ils pouvaient faire pour l'université. Ils ont proposé leurs services comme surveillants ou comme ambassadeurs auprès du grand public. Il est évident que tout le monde pourrait profiter de tels échanges, par exemple en rappelant des précédents en négociation ou en améliorant les services aux membres actuels et futurs.

Avec l'aide de l'ACPPU et à la suite d'une longue période de gestation, certains aspects des idées lancées au départ et qui ont inspiré ce sondage sont maintenant sur le point de voir le jour. Le *Bulletin* de l'ACPPU acceptera les lettres et les articles soumis à un petit comité de rédaction. L'ACPER mettra au point un site W3 et le comité de rédaction ajoutera aux articles soumis pour le *Bulletin* toutes les nouvelles et suggestions les plus importantes et intéressantes paraissant sur le site qui est appelé à devenir vraiment actif. En outre, il devrait être possible de tenir au moins une réunion d'une journée pour les retraités ou les personnes à la veille de prendre leur retraite, chaque année pendant les congrès des sociétés savantes.

L'ACPER ne possède pas de statuts officiels et n'a donc pas de dirigeants. Elle n'a pas de membres officiels et, par conséquent, n'exige pas de cotisation, ce qui explique l'utilisation du mot «virtuel» dans la phrase d'introduction du présent article. Néanmoins, nous croyons que «petit poisson deviendra grand». ■

Pour l'instant, les documents imprimés devraient être envoyés à l'adresse suivante : The Emeritus Association, Rms. 423-5, Craigie Hall, The University of Calgary, 2400-24th Avenue NW, Calgary AB T2N 1N4.

DON'T MISS IT!

The 14th annual conference of CAASHHE (Canadian Association Against Sexual Harassment in Higher Education) is entitled "Discrimination & Harassment in the Academy — From Law to Practice: Case Precedent, Due Process, Systemic Discrimination and Emerging Issues," and taking place at the Delta Chelsea Inn, Toronto, November 25-28, 1998. The conference will address the complex issues facing human rights practitioners from day to day. What does the law say about harassment, discrimination and institutional human rights obligations? For more information, call the conference coordinator, Rachel Gillooly at (705) 454-8107.

Digital Diploma Mills

FROM PAGE 5

pany Real Education, Inc. (Real Ed) and the entire University of Colorado. Real Education was founded in 1996 by CEO Rob Helmick, an attorney and former general counsel for various universities who specialized in education law and the "merger and acquisition of educational institutions worldwide."

In 1996 Helmick's law firm, Helmick and Associates International, acquired Real Information Systems, one of the leading worldwide web production companies in the U.S., and created Real Education, Inc., "so that universities could easily outsource instruction." Real Education has become a major player in the outsourcing of university online instruction and currently has contracts with some 20 universities and colleges throughout the United States, including the University of Colorado, Northern Illinois University, Rogers University, and the Colorado Community Colleges. The company specializes in providing universities with all of the hardware, software, internet links, and technical support they need for online course delivery, including assistance with course development. It is now collaborating with Microsoft and Simon and Schuster to create a standard for the industry.

For its part, the University of Colorado has been in the forefront of online education and recently won the Eddy Award of the National Science Foundation as the "Number One Online University in the World."

After some preliminary collaboration, Real Ed and the University of Colorado entered into a formal agreement on May 27, 1997. The arrangement engages Real Ed to provide the technical means for online course development and delivery but the university retains all copyright to course material. According to the agreement, the "University, on behalf of its four campuses, wishes to develop its online capability utilizing Real Ed's Einstein Network Version 2.5 (or the latest version thereof) to create University credit and noncredit courses for delivery in the United States and abroad."

As part of its obligations, Real Ed agrees to "oversee the adaptation of existing distance-learning courses and collaborate with the University's faculty and staff in the development of new courses" and to "provide instructional design support to University faculty to assist in the transfer of lectures to the online format." However, according to the contract, "it is understood and agreed that the relationship of University and Real Ed, with respect to all course development, is that of author and editor, final approval and ownership rights over University-developed material will vest in the University. ..." Once again, in making a deal with a private firm, the university is explicitly identifying itself as the "author" of all course materials, having full "ownership rights."

Having made clear its proprietary claims vis à vis Real Ed, the university has also made an effort to establish the contractual basis for such claims vis à vis its faculty. The university has drawn up an "Agreement for Development of Courses Between the Regents of the University of Colorado and Faculty Course Developer" to be signed by all faculty developing online courses.

According to this agreement, "Faculty acknowledges that the online course is deemed as a 'work made for hire' within the meaning of the U.S. Copyright Act of 1976 and The Board of Regents of the University of Colorado shall own exclusively and forever all rights thereto including derivative works." In addition, "Faculty acknowledges and agrees that the 'on-line' course itself may not be used in faculty consulting, in delivering lectures or presentations to another academic institution, and may not be duplicated or distributed to other individuals, academic institutions, or corporations without a written agreement and approval of the University."

In return for developing a typical three-credit course and assigning copyright on all course materials to the university, the faculty member receives $1,000 plus royalties of 10 per cent of revenues up to $125,000 and 15 per cent thereafter. (Real Ed receives $5,000 for each course developed plus $100 per student.) At present, faculty involvement in online course development is voluntary. However, according to the agreement with Real Ed, the university has the power to designate which faculty will develop such courses.

According to Maureen Schlenker of the University of Colorado at Denver who oversees "UC Online," departments might require faculty to participate. No doubt untenured and part-time instructors, those with the least job security and lowest pay, will most likely be pressed into service. Marvin D. Loflin, dean of the college of arts and sciences on the Denver campus, says he is considering plans to hire nonprofessorial "teaching associates" to teach online courses. "I'm prepared to make over the whole infrastructure of higher education," he recently proclaimed to the *Chronicle of Higher Education* (March 27, 1998).

These agreements herald a new regime in higher education, one which is taking hold of the nation's campuses at an accelerating rate: the commoditization and commercialization of instruction. Extension programs are the cutting edge for this new commercial ethos not only because of their obvious involvement in distance learning but also because they are typically staffed by the most vulnerable instructors, people who have little job security and would thus be most ready to comply with university demands.

But as the arrangement between the University of Colorado and Real Ed makes especially clear, the new regime of online education extends far beyond university extension programs and the most vulnerable. Indeed, it is now becoming increasingly apparent that the real market for online courses will be the on-campus population, as the experience of the University of Colorado already indicates. Faculty at all levels will ultimately be drawn into the new regime, through encouragement or coercion. The implications of these agreements therefore must be considered seriously by anyone who is using or plans to use electronic means to enhance or deliver their courses. Who owns the material you have placed on the website or e-mail? Without a clear and definitive assertion of copyright claims by faculty, the universities will usurp such rights by default.

This is a matter of some urgency and it is especially pressing for those faculty who work in a nonunion workplace. Unionized faculty have at least an organization and collective bargaining rights through which they might fight for their rightful claims. But nonunionized faculty must invent other means.

One strategy might be for faculty to file for injunctions against their universities to prevent them from entering into or complying with agreements in which they make claim to copyright on course materials that legally belong to faculty. These agreements might well be illegal, perhaps involving fraud, and hence invalid. Faculty might also investigate whether or not their university is involved in the delivery of any courses without having first obtained a signed copyright agreement with the instructor. Once again, this might well involve an illegal infringement of copyright. But by whatever means, collective bargaining, litigation, or direct action, faculty must act, and act now, to preserve their rights.

University control over copyright is the *sine qua non* of the digital diploma mills. Without it the universities and their corporate partners cannot proceed. As the CEO of Simon and Schuster, Jonathan Newcomb, has stated, commercial online education presupposes "advances in digital technology coupled with the protection of copyright in cyberspace." Only by resisting and opposing university control over copyright will faculty be able to preserve their legal rights, their autonomy, their jobs, and above all, the quality and integrity of higher education. The fate of higher education is in their hands. ■

(David Noble is currently writing a book on digital diploma mills.)

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Digital Diploma Mills Part I & II are at the CAUT web site www.caut.ca.

The Insidious Attack on Academic Freedom

BY ARND BOHM

— PHOTO: MIKE FINBER/CARLETON UNIVERSITY —

Le pavillon Paterson, de l'Université Carleton, abrite l'école de linguistique et d'études des langues appliquées qui offre des programmes en linguistique et en études des langues appliquées. L'auteur, professeur d'allemand à l'Université Carleton, s'interroge sur la décision de l'administration d'abolir des programmes de langues et de littérature et sur la vulnérabilité de la liberté universitaire qui en résulte. L'administration de Carleton fait une distinction entre l'enseignement des langues et des littératures étrangères. L'université continuera d'offrir aux étudiants de tous les programmes des cours de japonais, de coréen, de mandarin, de cri, d'allemand, d'espagnol et de russe au premier cycle. Toutefois, les nouveaux étudiants ne pourront s'inscrire à un programme avec majeure ou avec spécialisation en allemand, en espagnol, en russe ou en italien. De plus, l'université n'offrira plus les cours de littérature nécessaires aux diplômes en langues étrangères.

PERHAPS THE MOST INSIDIOUS PRESUPposition in the growing attack on tenure at Canadian universities is the widely-held conviction that academic freedom is not, could never be, at risk in Canada.

Therefore, the argument runs, those who defend tenure are merely using the potential of threats to academic freedom as a papet shield to protect job security. We are, after all, a nation of decent people and our universities are communities of openness, tolerance, faitness and due process. How serious can talk of threats to academic freedom be in such a peaceable dominion?

Recent events at Carleton University expose just how vulnerable academic freedom is and should serve as a clear warning across the country — tenure must be defended not as a sinecure but as a genuine safeguard for the freedom to teach, to research, and to publish according to the highest disciplinary standards, without the imposition of arbitrary controls by any university administration, government ot other non-academic body.

In June, 1996, Carleton's faculty association (CUASA) ratified a new collective agreement that significantly weakened protection against tenute, conceding "that senate shall be requested to discuss the matter of ptogram redundancy." The concession was made on the belief that faculty members would never turn against their colleagues and that the clause would not become operative. On Dec. 5, 1997, Carleton's senate voted to close a slew of academic programs: MA (German, Spanish); BA Honours (Classics, Comparative Literary Studies, German, Italian, Russian, Spanish); BA (Classics, Compatative Literary Studies, German, Italian, Russian, Spanish).

This in itself is dismaying, but would set off only quiet alarm bells, for it must petforce be accepted that univetsities have the authority to discontinue programs. More distressing is that these closures became the pretext for an attempt to dismiss tenured faculty — but that is not the issue I want to address here.

No, what makes this a bellwether case is that while closing these ptograms, the administtation began proclaiming its intention to keep teaching "languages," insisting on a putative distinction between the teaching of foreign languages and of foreign literatures. The announcements were not based on any decisions made by the units or faculty members involved; nor were the appropriate bodies such as the academic planning and curriculum committee of the faculty board consulted.

Some typical quotations, cited here at length to make clear what the intentions of the administration are. Dean W. Jones announced during the debate at senate (Minutes for Dec. 5, 1997): "... that Catleton University will still have language training and teaching as they have no intention of getting out of teaching the european [sic] languages; language courses would exist at some level, to some degree, given by some other unit."

On Dec. 11, 1997, *This Week at Carleton*, a semi-official organ, announced: "As well, the Univetsity will continue to teach courses in European languages to support such progtams as the Bachelor of Arts, Bachelor of Humanities, Bachelot of International Business, and the gtaduate programs in international affairs. Classics courses will be offered through the College of the Humanities."

On Jan. 29, 1998, President Van Loon wrote in a letter to the student newspaper the *Charlatan*: "Second, and most important, closing these ptogtams does not mean that language courses will no longer be offered at Carleton. We will continue to offer language courses in Japanese, Korean, Mandarin, Cree, German, Spanish, Italian and Russian at the undergtaduate level for students in all programs — especially, the bachelor of arts, the bachelot of intetnational business, the bachelor of journalism, Canadian studies and international affairs. [...] Finally, it means that new students entering Carleton will not be able to take a majot or honors progtam in German, Spanish, Russian or Italian. While we will continue to offer language courses in these areas, in the future we will no longer offer the literature courses necessary for a language degree."

This is the cutting edge of an attack upon academic freedom that goes beyond anything the senate legislated. Carleton's senate closed *programs*, it made no statement about *courses*. Course proposals and planning normally originate in the department ot school, proceed through faculty boards and are then approved by senate. The procedure is designed to make sure that at every level qualified academics have control ovet the decision-making, since only those with qualifications in the discipline can know what should be taught and whethet the faculty members are competent to teach it.

No one would condone a university administration ordering a professor of German to teach Swahili, at least not without adequate retraining. And only at the individual level can decisions be made about which textbook and which methodology should best achieve the goals of teaching students the material. No administration should be able to order me when teaching German never to include an exposure to literature or, for that matter, to anything else I can justify pedagogically to my professional peers and to my educated conscience.

Now, however, the Carleton administration presumes to be able to intervene at the micro-level in my teaching, claiming the right to draw an arbitrary distinction between "language" and "literature" coutses. What does this mean? If I am teaching German to beginners, will someone have to be posted in class in order to ascertain whether I ever use a poem or a short story? Would that be teaching "literature" or "language?" Are the only authentic texts that I will be allowed to teach be labels from cereal boxes? Will the School of Business select the textbook for me and the readings? What professional or technical competence do a dean who is trained in psychology or a president trained in political science have to rule on what the *content* of language acquisition courses should be?

Recognizing quite tightly that we as professionals would never give up our academic freedoms, Carleton's administration is taking the logical step — get rid of the professors and replace them with pliant sessionals and part-timers. As President Van Loon stated to the *Ottawa Citizen* (Nov. 20, 1997): "Some teachers who lose full-time jobs could return as sessional instructors, who will play a larger part in teaching at the university."

The real reason for this conversion is not financial savings. To quote from a confidential planning document produced by the Office of the Vice-President (Academic) in May 1996: "The consequences of financial exigency have thus created an opportunity as well as a challenge to reconfigure the University and to do so rationally. That is to say, the reconfiguration should be guided by our vision and our goals so that adversity hastens rather than hinders their attainment."

"Reconfiguration" entails giving the administration the power to set and determine curriculum. This can now extend down to selecting the textbooks and stipulating course content, since sessionals and part-timers must teach the course outline they are given when they accept the position. Vulnerable due to their marginal position, sessionals and part-timers must acquiesce or risk not being rehired.

Program closures, restructuring, a "new mission" for the university — all of this sounds so *innocent*, in the best Canadian tradition, of any *malicious intent* or of any *ideological agenda*. These administrators are not witch-hunters of the McCarthy era, they are serious, well-meaning people. The goals seem admirable and in the national interest: concentrate on science and technology, on practical and profitable entetprises. We are just going about the business of managing.

The ultimate point is that the power to dismiss tenured professors on pretexts such as a "deficit" or a "change of mission" has given Carleton's buteaucrats free rein to lay off or "redeploy" professors whose research interests are undesired.

Tenure has been breached here; academic freedom is under direct attack. Take heed. If the dictates of buteaucratic convenience are permitted to override the authority and the responsibility of those initially charged with teaching and research in a discipline, then there is also no academic freedom.

Once tenure is gone, we might as well wait for the administration to tell us what our next thought should be. ■

(Arnd Bohm is associate professor of German and Comparative Literary Studies at Carleton University in Ottawa.)

Background: www.carleton-layoffs.net.

The views expressed are those of the author and not necessarily those of CAUT. Les articles reflètent l'opinion de leurs auteurs et pas nécessairement celle de l'ACPPU.

CAERA NEWS

Retired Academics Form Association

CAERA IS THE CANADIAN ASSOCIATION OF EMERITI and Retired Academics. CAERA has no formal constitution, and therefore no officers; it has no formal membership and therefore no membership fees.

This "virtual" organization owes its origin to a one-day meeting convened in the University of Calgary during the "Learneds" in 1994. The meeting established a small task force mandated to enquire into the feasibility of forming a country-wide federation of retiree associations and societies. That task force began by sending to the presidents of all universities and university colleges a questionnaire ro be handed on to officers of any such association or societies known to them. The returns were encouraging, and exploratory meetings have since been held during the "Learneds" in UQAM, Brock, Memorial and Ottawa.

Inter alia, the questionnaire asked "In what ways could a federation serve retiree associations?" Most respondents specified "exchange of information," and usually added later — "information about" pension schemes, programs of activities, concessions and privileges offered by university administrations — eg. office space, limited bur free parking on campus, library privileges — and relationships with the administration and other agencies generally. Some respondents arguing that "we have not lost all our marbles" turned the tables, and asked "not what can your university do for you, but what can you do for your university?" They volunteered such items as monitoring and serving as ambassadors to the general public. Undoubtedly, all could benefit from such exchanges to quote precedents in negotiating and improving services to present and to future members.

With the help of CAUT and a long period of gestation some features of the original notions inspiring this enquiry are now about to be born — *parturient montes.* CAERA will establish a web site on the Internet. The CAUT *Bulletin* will publish updates and ongoing news of CAERA's activities in the CAERA News column. In addition, it should be possible to hold at least a one-day meeting for the retired and those about to retire during the "Learneds" each year. ■

For the time being material should be addressed to — The Emeritus Association, Rms. 423-5, Craigie Hall, The University of Calgary, 2400 - 24th Avenue NW, Calgary, AB T2N 1N4.

Australia's Campuses to End Contract Employment

BY GEOFFREY MASLEN

IN A HIGHLY CONTROVERSIAL DEcision, the Australian Industrial Relations Commission has ruled that the country's 37 public universities must abolish most contract employment and hire instructional and general staff members to regular, continuing positions.

As a result, long-term job security could soon become a reality for thousands of academics and other staff members now employed on a contract basis.

While Australia's higher-education institutions are the first to receive such an order, experts in this country believe that it is only a matter of time before other industries face similar restrictions.

The commission is an independent tribunal whose judges are appointed by the government. Rulings by the panel are legally binding on employers and unions.

The decision came in response to a petition submitted two years ago by the National Tertiary Education Union, a faculty organization, and other groups representing university staff members.

The commission said that universities could employ instructors on a contract basis only under certain circumstances, such as to temporarily replace someone who is on leave, or to fill a post designed to last for only a limited time.

University leaders were stunned by the order, which has thrown their institutions into administrative chaos. In a statement, the Australian Vice-Chancellors' Committee said the ruling was 'draconian, unprecedented, and unnecessarily restrictive and inflexible.' The committee warned that hundreds of jobs could be lost as a result.

At least 40 per cent of the 80,000 faculty and staff members employed by Australia's universities are in positions that are not eligible for tenure. Critics say that only the country's tourism-and-hospitality industry has more "casual" and contract employees.

Although estimates vary widely, as many as 10,000 university faculty and staff members are believed to work as casual employees, and some 25,000 are on fixed-term contracts. Starting next month, universities will be forced to rehire a majority of those now working undet contracts to regular, continuing positions, including hundreds of managers who have been signed to performance-based contracts.

The National Tertiary Education Union applauded the commission's decision.

"Before this decision, 40 per cent of the higher-education labor force was on a fixed-term or casual basis," said Grahame McCulloch, the union's general secretary. "We have been asking vice-chancellors for years: How much more flexibility do you need? The commission in effect posed that question, and the answer was that vice-chancellors had too much already — too many people were in insecure employment for no justifiable management or financial reason."

Mr. McCulloch said he rejected the vice-chancellors' assertions that the ruling threatened management flexibility and that jobs would be lost.

The vice-chancellors believe the commission has stepped well outside the bounds of the Workplace Relations Act, a federal law that prescribes minimum employment conditions.

But John Niland, president of the Australian Vice-Chancellors' Committee, said the group had rejected a call to mount a legal challenge to the decision.

"We have received legal advice regarding a challenge, but there was little enthusiasm for a costly appeal that might ultimately backfire," said Mr. Niland, who, as vice-chancellor of the University of New South Wales, is himself a contract employee.

Other aspects of the commission's decision are also of grave concern to universities. One provision states that they may no longer dismiss a staff member except for willful or serious misconduct — even if the worker is not performing adequately or if the post has become redundant. The ruling also sets down notification petiods for terminating the jobs of staff members who are under contract, and requires institutions to make severance payments to such employees.

What the universities find most distressing, however, is a provision spelling out the circumstances under which they may hire someone to a fixed-term contract. The decision prohibits institutions from offering such contracts unless a post is to be solely for research and is to last for no more than five years, is designed to accomplish a "specified task within a definite time frame," or is to replace an employee who is on leave. ■

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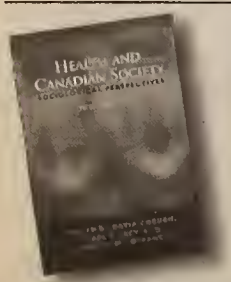
A New Edition of the Standard Reference



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Programme fédéral de Réseaux de centres d'excellence

Renouvellement du financement de quatre réseaux existants

EN JUILLET DERNIER, M. TOM Brzustowski, président du Conseil de recherches en sciences naturelles et en génie (CRSNG) et président du Comité de direction du Programme fédéral de réseaux de centres d'excellence (RCE), a annoncé le renouvellement de quatre réseaux existants, qui recevront des subventions totales de 35 millions de dollars.

Mis sur pied en 1995, ces réseaux, soit le Réseau de liaison et d'application de l'information sur la santé (RELAIS), le réseau Innovation en structures avec systèmes de détection intégrés (ISIS Canada), le réseau Gestion durable des forêts (GDF) et le Réseau de centres d'excellence en télé-apprentissage (RCE-TA), ont fait l'objet d'un examen indépendant par quatre comités experts. Étant donné qu'ils ont tous été favorablement évalués, le Comité de direction des RCE a décidé de prolonger leur financement jusqu'en 2002.

Le Programme de RCE a été créé il y a neuf ans. Devenu permanent en février 1997, il dispose d'un budget annuel de 47,4 millions de dollars. Les trois conseils subventionnaires fédéraux supervisent et soutiennent le Programme conjointement avec Industrie Canada. De plus, les partenaires des secteurs public et privé de partout au pays contribuent grandement aux activités des réseaux. Ils touchent d'ailleurs un rendement inégalé sur leurs investissements en ayant ainsi accès à une gamme de travaux menés par des chercheurs de réputation internationale.

Ces RCE permettent en outre de créer de nouveaux emplois et entreprises et de former de jeunes scientifiques. Les retombées économiques et les gains sociaux profitent donc largement aux Canadiens.

Le gouvernement fédéral investit dans 11 réseaux de centres d'excellence. Grâce au nouveau cadre du programme, un RCE est admissible à recevoir des fonds fédéraux pendant sept ans et doit pouvoir démontrer des progrès satisfaisants après trois ans et demi de financement. ■

Il est possible de consulter le site W3 des RCE pour en savoir plus long sur les objectifs du programme (www. nce.gc.ca).

The State of the University

Study of American post-secondary education offers a balanced viewpoint on the university enterprise that we would do well to heed.

Academic Duty

Donald Kennedy, Cambridge: Havard University Press, 1997; 310 pp; hardcover $29.95 US

BY JENNIFER MATHER

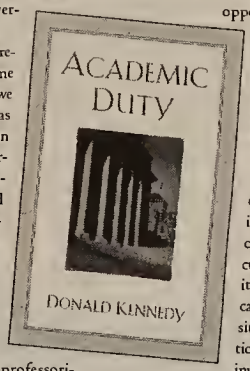
Academic Duty is a thorough and insightful discussion about the state of the American university system which offers a great deal that is relevant to the Canadian one. Kennedy was a professor, then president of Stanford University, then a professor again. These perspectives seem to have resulted in a balanced viewpoint on the enterprise, which he unites in chapters on different aspects of it.

The first chapter sets out his basic premise that we ought to be concerned with academic duty (what we owe the profession) and less with academic freedom (what we can do). The university is more diverse than it ever was, and the public is more concerned with how it is doing its job. Subject mattet is changing, and the Western Culture courses in Stanford offet lessons in our perception of what we ought to teach.

Similarly, who we are is changing. Preparing for the employment crunch has meant fat more competitiveness for the tenuted jobs. This leads not only to high anxiety and competition, but also to the rise of underemployed part-time and term teachers, as in Canada. Kennedy discusses how skimpily we prepare for the complex work of a professor.

The chapter To Teach, emphasizes whar the author sees as the fundamental reason for the university and the professoriate. He lays out a clear case of our undervaluation of and poot preparation for it, despite its importance and difficulty. He is hopeful that new initiatives will help teaching gain its rightful primaty place in universities. (This was a concern emphasized at the 1998 conference of The Society for Teaching and Learning in Higher Education at Mounr Alison University, in a session on making teaching count.)

The chapter To Mentor offers a thoughtful overview of the interactions that take place as the teaching relationship moves more to apprenticeship. Kennedy covers two contentious issues, proper attribution of authorship and sexual harassment. The relevance of the first to Canadian universities is clear through the CAUT working paper and granting agencies' concetn. The second was highlighted by the controversy at Simon Fraser University over the improper settlement of a sexual harassment case. He contends that these will be some of the most difficult issues for universities to settle fairly, yet important ones nevertheless.



Academic Duty returns to the theme of what faculty owe the university, as we are central in its governance. Service is an often-neglected third part of our responsibility. Kennedy's focus on service to one's own university is too narrow, although the reminder that the professoriate is fundamental in the administration of universities is important. He gets off track with a discussion of whether tenure is important to professors, but makes the point that employing "parafaculty" is the university's vetsion of outsourcing and a setious threat to that commitment.

The pressures on funding research and the growing outside influences that result from the seatch for research support are evaluated in To Discovet. While these influences are less majot in Canada they are growing, and testrictions on communication and incivility of competition are spteading here also. Kennedy's discussion of the political machinations involved in Stanford's audit by the Govetnment Accounting Office make chilling reading and a teminder of what press coverage can do. His conclusion from this situation that "universities have to earn public trust and nor simply count on it because they are doing good things for society" is an important one.

To Publish covers an important aspect of research communicating its results. The necessity for evidence of scholarship rather than the increase in knowledge may explain the explosion of published research. He sees the conflict between the ethos of inquiry as cooperation with objective search for truth and the pressure of competition for achievement, clearly visible in Canada as well. Again Kennedy reminds us that our academic duty is responsibility to students first. This continues in To Tell the Truth, touching on the controversies arising when academic misconduct is suggested. Several cases in the United Stares have been more sound and fury than actual cheating and Kennedy is clearly unhappy with their treatment. His assessment that we must be capable in our self-policing is a fair one.

To Reach Beyond the Walls shows us the decisions and pitfalls that arise when scholars have the opportunity to profit from research. This is mostly an object lesson for Canadian professors, bur as the government advances university-industry cooperation in scientific research, that may change. The difficulty and complexity of making ethical decisions in these situations is a cautionary note for such involvements.

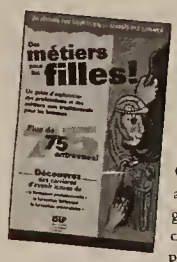
To Change asks where we in the universities will go. It touches on retitement, electronic communication and any bureaucratic system's slowness to change. Kennedy sees teal promise in the recommitment ro teaching which is exemplified in Canada by The Society for Teaching and Learning in Higher Education, despite problems such as the age-old conflict between whether we should be "academic" or "relevant." Predictably, he wonders whether university ptesidents have enough opportunity to lead, and he concludes that faculty should be a force for change but feel under siege. His comment that "the faculty's confidence in the institution depends on a sense that its tole is accepted, appreciated and protected" is a welcome one.

Kennedy's comment that universities ate "society's agent for cultural transmission and cultural change" can underline the book's message. That is a big job, and any evaluation has to take that into consideration. In the first chaptet, he points out that universities in the United States are prospering visibly despite the problems.

One quarter of the Canadian population now attends university, and my semestet of teaching at a Japanese university has convinced me that comparatively we are doing an excellent job on these two duties. Kennedy's beliefs that we must return our major attention to our students and thar university administration should support us in this commitment ting true in Canada, so let us hope that many people read the book and heed its lesson. ■

(Professor Jennifer Mather is an associate professor in the department of psychology & neuroscience at the University of Lethbridge and a member of CAUT's Status of Women Committee.)

LIVRES EN BREF



Des métiers pour les filles!

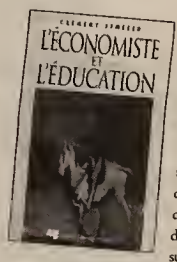
Centre de développement de l'information scolaire et professionelle, Montréal, Les éditions Ma Carrière, 1998, 178 p. 9,95 $ CAN (cartonné).

Cet ouvrage, fait en collaboration avec les éditions Ma Carrière, regroupe 35 portraits de femmes ayant choisi un métier non traditionnel, en plus de présenter de grands dossiers sur le marché de l'emploi au féminin, sur la santé er la sécurité des femmes au travail, ou encore sur la conciliation travail-famille. On trouve également dans ce guide la liste de tous les programmes d'études menant à l'exercice d'un métier non traditionnel du secondaire, du collégial et de l'université. Les informations présentées dans ce guide ont été colligées par des recherchistes et des rédacteurs professionnels avec l'aide de spécialistes du milieu. Il se veut un outil d'exploration pour les filles et les femmes qui se choisissent une carrière.

Les métiers qui recrutent et les carrières de l'an 2000

Montréal, Les éditions Ma Carrière, 1998, 305 p. 9,95 $ CAN (cartonné).

Ce guide comprend une série de fiches techniques sur plus de 100 programmes de formation profes-sionnelle, collégiale et universitaire offrant les meilleures perspectives d'emploi, à l'heure actuelle ou à venir au Québec. Il informe sur les industries où se trouvent les principaux débouchés. Il donne la parole aux organismes phares chargés de surveiller l'évolution de l'emploi et de la formation (SQDM, DRHC, MÉQ) et aux associations industrielles ou professionnelles. Il explique comment la situation est perçue dans les différents services de placement. Le guide donne aussi l'état des besoins actuels, les défis et les perspectives. Il comprend également une sélection des meilleurs sites internet de l'emploi et de la formation et de grands dossiers sur les principaux secteurs industriels en développement ainsi que leurs besoins en formation et en main-d'oeuvre.



L'économiste et l'éducation

Clément Lemelin, Sainte-Foy, Presses de l'Université du Québec, 1998, 617 p. 65,00 $ CAN (cartonné).

Au moment où l'on repense notre système éducatif, l'auteur a voulu définir l'importance de l'éducation dans la croissance économique et le développement social. En s'appuyant sur les résultats et les méthodes d'analyse des travaux effectués en économie de l'éducation, il apporte des éléments de réponse aux questions de l'heure : Doit-on modifier l'effort en éducation? Est-il vrai que qui s'instruit s'enrichit? Quels sont les liens entre l'école, la famille et le travail? Pourquoi l'école coûte cher? Qu'en est-il du rendement scolaire? Quel devrait être le rôle du gouvernement? Doit-il planifier, décentraliset, privatiser? Qui va à l'école? L'éducation réduit-elle les inégalités de revenu? Faut-il augmenter les droits de scolarité? Un chapitre porte sur le financement de l'enseignement universitaire. Ce livre s'adresse aux étudiants, aux enseignants et aux professionnels en éducation, aux décideurs politiques ainsi qu'aux citoyens qui reconnaissent l'importance de l'éducation.

Les comptes rendus ci-dessus sont rédigés à partir d'informations fournies par les éditeurs.

CLASSIFIEDS
ANNONCES CLASSÉES

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ACCOUNTING

UNIVERSITY OF WINDSOR — The Faculty of Business Administration of the University of Windsor invites applications for a full-time, tenure-track position in accounting at the Assistant Professor level commencing July 1, 1999. Candidates should have or will have a completed doctorate in Business Administration with an accounting concentration by June 30, 1999. It is desirable that candidates also hold a professional accounting designation. The successful candidate must demonstrate a record of or show potential for excellence in teaching or research in one or more of the following areas: financial accounting, accounting information systems, management accounting, auditing or taxation. S/he will be expected to teach in both our Bachelors of Commerce and MBA programs. Applicants must submit a letter of application, including a recent curriculum vitae, transcripts of graduate academic record(s), an abstract of their dissertation proposal, a statement of research and teaching interests as well as teaching evaluations, if available. In addition, candidates should arrange to have three letters of reference forwarded to: Dr. Martha Reavley, Interim Dean, Faculty of Business Administration, University of Windsor, Windsor, ON Canada N9B 3P4 by January 8, 1999. The University of Windsor is committed to equity and diversity in the workplace and welcomes applications from Aboriginal peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian immigration standards, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF MANITOBA — Faculty of Management. Applications are invited for at least two tenure-track positions in one or more of the following areas (1) financial accounting; (2) managerial accounting; (3) auditing; (4) accounting information systems; and (5) taxation. Rank is at the Assistant or Associate level, and is based on qualifications and experience. Visiting appointment may also be possible. PhD or DBA completed or near completion required. Duties include teaching at the undergraduate and graduate levels, research and service. Salary will depend on qualifications, experience and research record. Research support is provided for new faculty members. Appointment date is open. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. Priority consideration will be given to Canadian citizens and permanent residents. Applications should be sent to Department Head, Department of Accounting and Finance, Faculty of Management, University of Manitoba, Winnipeg, Manitoba, R3T 5V4. The closing date for initial consideration of applications is September 30, 1998 but further applications will be accepted until the positions are filled.

AGRICULTURAL SCIENCES

THE UNIVERSITY OF BRITISH COLUMBIA — The Faculty of Agricultural Sciences at the University of British Columbia invites applications from suitably qualified persons for the position of Assistant Professor in the Economics of Natural Resources. Appointment at a higher rank may be considered for a woman with exceptional qualifications. The position involves undergraduate and graduate teaching, research and community service. Candidates must have a Ph.D. in Agricultural Economics, Economics, Forest Economics, Natural Resources Economics, Environmental Economics or a related field, or be expected to complete such a degree before January, 1999. Preference will be given to individuals with strengths in the areas of land and natural resource economics, with a particular focus on the economics of sustainability. Candidates are expected to combine a strong background in economic theory and quantitative skills and develop a discipline-specific research program, they must also be committed to undergraduate teaching in an interdisciplinary and flexible delivery, team-teaching framework (consult our WEB site for more curriculum development information: www.interchange.ubc.ca/agso). The Faculty is also participating in discussions with other units such as Forestry, Planning and Economics to develop a graduate program in Natural Resource and Environmental Economics; we hope that this position would contribute to the broader community of applied economists on campus. Applications will be received until October 1, 1998 or until the position is filled. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. This position is subject to budgetary approval. Applicants should submit a letter containing a statement of teaching and research interest, a full curriculum vitae, names of three referees, and a sample of research to: Dr. Les Lavkulich, Chair, Economics of Natural Resources Search Committee, The University of British Columbia, Institute for Resources and Environment, Library Processing Centre, Rm. 436E, 2206 East Mall, Vancouver, B.C. V6T 1Z3, PHONE: 604-822-3487; FAX: 604-822-9250; e-mail: ire@unixg.ubc.ca

ANTHROPOLOGY

UNIVERSITY OF TORONTO — Title of Position: Assistant Professor, tenure stream. Qualifications Required: PhD required with demonstrated expertise in Human Skeletal Biology and a strong theoretical strength in one of the following: Biomechanics; Growth and Development; Genetics. Field of specialization: open. Nature of Duties: Undergraduate and graduate teaching and supervision, research and administrative duties. Courses include but are not limited to: Introductory Anthropology; Introduction to Physical Anthropology; Osteology. Salary Offered: Commensuate with Qualifications. Enquiries Should be Addressed to: Dr. Hy Van Luong, Chair, Department of Anthropology, University of Toronto, 100 St. George Street, Toronto, Ontario, M5S 3G3. Please include a curriculum vitae and three letters of reference. Effective Date of Appointment: July 1, 1999. Closing Date for Receipt of Applications: October 15, 1998. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

ANTHROPOLOGY & CLASSICAL STUDIES

UNIVERSITY OF WATERLOO — Anthropology & Classical Studies. Applications are being accepted for a tenure-track position at the Assistant Professor level in Anthropology beginning July 1, 1999. The successful candidate must have a PhD in anthropology and be an active archaeologist with research interest and experience in Ontario and the Arctic. Duties include teaching an introductory course in Human and Cultural Evolution and undergraduate courses in North American prehistory, Arctic Peoples and Archaeology, Great Lakes Archaeology, Principles of Archeology; the successful candidate should also be willing to teach introductory Social and Cultural Anthropology or other general anthropology courses (e.g., Cultural Ecology, History of Theory). In addition, he/she should be prepared to supervise reading courses and senior honours papers. Ongoing field research and a willingness to involve students will be an asset. The current salary floor for an Assistant Professor is $39,714. The closing date for applications is November 30, 1998. Send curriculum vitae and arrange for three letters of reference to be sent to: Professor Anne Zeller, Section Head (Anthropology), Department of Anthropology and Classical Studies, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

APPLIED GEOPHYSICS

THE UNIVERSITY OF CALGARY invites applications for the position of Assistant Professor in Applied Geophysics in the Earth Science Program. This three-year contingent term/specific term appointment (with the potential for conversion to tenure-track) will begin no later than July 1,1999. A Ph.D is required for this position. The successful candidate will have expertise in geophysical methods of investigation of the shallow subsurface, including ground-penetrating radar, electrical, electromagnetic, magnetic and shallow seismic methods. The ideal candidate will have a strong background in rock and soil properties. Duties will include teaching at the undergraduate and graduate levels, supervision of graduate students, and the development of an independent research program. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity. The closing date for applications is November 13, 1998. Applicants should send a letter of application, a curriculum vitae, and the names and addresses of three referees to: Dr. D.C. Lawton, Head, Department of Geology and Geophysics, University of Calgary, 2500 University Drive NW, Calgary, AB, T2N 1N4, Canada

ART & DESIGN

UNIVERSITY OF ALBERTA — The Department of Art and Design is continuing with the extensive development and expansion of its undergraduate and graduate programs in both its academic and studio areas. The aim is to ensure an environment of rigorous research, creative and innovative thinking and practice directed at extending the frontiers of study in the history and theories of visual and material culture, and in the thinking and practice of design and the fine arts. The Department therefore invites applications for positions in the following areas: 1. Design (one tenure-track position). The Department of Art and Design's Design Division (Communication Design and Industrial Design) is in the process of developing a number of areas to further assist with its expanding role, and rethinking the direction of design teaching and research in order to address the challenges and changes for design in the next century. The Department is therefore searching for the widest range of qualified applicants for an appointment beginning July 1, 1999, at the Assistant Professor level (starting salary $42 323) in areas that include, but are not limited to: Multi-media design; Interface design; Interactive design; Communications design in the electronic environment; Computer related product design and development; Systems design. Applicants should have their first degree in design and a post graduate degree (MA or PhD) in design or in another discipline with close affinities to current design thinking and practice. Examples include but are not limited to computing science, engineering, architecture, and social science. The successful applicant will have a strong record of experience in the practice of design and a demonstrated ability to engage in research. Applicants with research interests that link design to other disciplines will be particularly welcomed. A record of scholarly publications and conference papers will be an asset and will certainly be expected following appointment. 2. History and Theory of 20th Century Visual and Material Culture (three tenure-track positions). As part of the Department of Art and Design's rethinking of the role and direction of its academic division, applications are invited for three tenure-track positions to be appointed July 1, 1999, at the Assistant Professor level (current salary floor $42 323 per annum) in the History and Theories of 20th Century Visual and Material Culture. The Department is looking for the widest range of suitably qualified applicants from this period in areas that include but are not limited to the general categories of: Design history and theory; Mass media and communications; The history and theory of the visual arts; The history and theory of architec-

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Vice-President (Academic)

St. Thomas University invites nominations and applications for the position of Vice-President (Academic), effective July 1, 1999.

St. Thomas is a small, dynamic Catholic university recognized as a leader in undergraduate liberal arts education. Located in the beautiful capital city of Fredericton, New Brunswick, and adjacent to the University of New Brunswick (with which it shares library and some physical facilities), St. Thomas University grants baccalaureate degrees in Arts, Education, and Social Work, and Bachelor of Applied Arts degrees in Journalism, Gerontology, and Criminal Justice. The degree programmes are augmented by six endowed chairs and an array of certificate and extension programmes. The University proudly claims as institutional priorities excellence in teaching and quality assurance for each of its 2200 students.

The Vice-President (Academic) reports to the President and is responsible for developing and maintaining academic policies and regulations and, in consultation with department chairs, for the general administration of the academic programmes. Reporting to the Vice-President (Academic) are the chairs of all academic departments, programme directors, occupants of endowed chairs, registrar, director of admissions, director of academic computing, and the office of international relations and new initiatives.

Applicants should possess a PhD in a cognate discipline taught at St. Thomas, have an established reputation as a scholar and teacher, and have experience in university administration. Candidates should also possess qualities of leadership including an energetic, progressive outlook, skill in facilitating academic decision making; and a zest for the advancement of high quality, undergraduate, liberal education.

Nominations and applications should include a full curriculum vitae, the names of three referees, and should be submitted by ***October 15, 1998 to: Search Committee, Vice-President (Academic), Office of the President, St. Thomas University, P.O. Box 4569, Fredericton, N.B. E3B 5G3.***

For more information on St. Thomas University, please visit our web site at http://www.stthomasu.ca.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. St. Thomas University is committed to employment equity for women, native persons, members of visible minority groups and persons with disabilities.

St. Thomas University
LEADERS IN LIBERAL ARTS EDUCATION
Intimate • Dynamic • Challenging

Simon Fraser University
Faculty Position in Theoretical Condensed Matter Physics

The Physics Department at Simon Fraser University invites applications for a tenure track faculty position in theoretical condensed matter physics. The appointment will be at the Assistant Professor or Associate Professor level and will take effect in September 1999, subject to final budgetary approval. We are searching for an individual of outstanding background and exceptional promise who will establish a vigorous independent research program and who will have a commitment to undergraduate and graduate teaching. Excellent candidates in any area of specialization that will complement and involve interaction with existing programs will be given serious consideration. The present condensed matter research group at Simon Fraser consists of twenty-one full time faculty with broad research interests. The Physics Department home page can be accessed via http://www.sfu.ca.

This advertisement is directed to Canadian citizens and permanent residents. If a suitable candidate from among qualified Canadian citizens or permanent residents cannot be found, other qualified applicants will be considered. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. Applications should include a curriculum vitae, publication list and a short statement of teaching and research interests. Candidates should arrange for three letters of reference to be supplied in confidence. All correspondence should be sent to **Professor Michael Plischke, Chair, Department of Physics, Simon Fraser University, 8888 University Drive, Burnaby, BC, Canada V5A 1S6** by **November 1, 1998.**

DEAN OF
FORESTRY & ENVIRONMENTAL MANAGEMENT

The University of New Brunswick is seeking applications and nominations for the position of Dean of the Faculty of Forestry and Environmental Management effective July 1, 1999. The appointment is for a five-year term and is subject to renewal. The Faculty, one of the oldest of its kind in Canada, is located in historic Fredericton, which is the capital of New Brunswick situated on the beautiful St. John River. Its facilities include 3000 hectares of forested properties, including a woodlot and experimental areas.

The Faculty operates Bachelor's degree programs in Forest Ecosystem Management and Forest Engineering with minors in Computer Applications, Wildlife, Parks and Wilderness, Environmental Studies, Forest Science and Wood Products and its Forest Engineering program is the only fully accredited one in Canada. Course-based and research-based Master's degrees and PhD degrees are offered in most areas of forestry and forest engineering.

There are 29 faculty members and approximately 500 undergraduate and 70 graduate students. Students are drawn from across Canada and from many other countries.

The Faculty is a key component in the Centres of Wildlife, Wood Science and Technology, and Sustainable Development. It has research facilities on campus and in the nearby Hugh John Flemming Forestry Complex and maintains strong ties with research and development in forest-related government agencies and industry.

The Dean should have outstanding academic, research and administrative and/or professional background qualifications and experience and be capable of providing strong leadership in forestry education. In particular, the candidate should be committed to maintaining a quality graduate program and collaborating and cooperating with other faculties to develop joint programs. We are seeking a candidate with a blend of interpersonal skills who can manage, consolidate, coordinate and integrate the activities of faculty in a dynamic research and teaching environment. As the Faculty has many partnerships and links with industries and outside organizations, the Dean would be expected to enhance and maintain these relationships. Reporting to the Vice-President (Academic), the Dean is responsible for the supervision and administration of academic programs, the Faculty budget, and relations with alumnae/i and the profession.

Enquiries, nominations and applications should be addressed to:

Dr. Louis P. Visentin
Vice-President (Academic)
University of New Brunswick
P.O. Box 4400
Fredericton, N.B. E3B 5A3 CANADA

E-mail Visentin@UNB.CA
Fax (506) 453-4908

by **October 31, 1998.** Applications should include a curriculum vitae and the names of three referees.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF NEW BRUNSWICK

ANNONCES CLASSÉES

ture and the built environment; Globalization and visual culture. Applicants for these three positions should have a completed PhD in either the History of Art, the History of Design, or in another field but with a specialization relating to 20th century visual culture, teaching experience, a record of publications and/or conference papers, and a well formulated new or on-going research program. The successful candidates will be expected to contribute through their research and publications to the international discourse in their area of appointment and to teach history, theory and criticism as it relates to their area of appointment to students enrolled in the department's Design, Fine Art and Art and Design History graduate and undergraduate degree programs. The successful candidates will also be expected to contribute to the teaching of survey courses in the history of visual and material culture. An interest in exploring and developing the delivery of teaching systems and technologies, and an active interest in interdisciplinary research and teaching will be viewed as positive additional assets. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applicants for all the above positions must send the following material: A curriculum vitae; Three letters of reference; Evidence of teaching effectiveness; Copies of recent publications and/or conference papers; A proposed program of research; An outline curriculum plan covering undergraduate and graduate courses in the area of expertise; NB applicants to the design studio teaching position should, in addition to the above material, submit a portfolio of at least 20 pieces of work in either slide or electronic format. All applications and supporting material must be sent by October 31, 1998, to: Dr. Desmond Rochfort, Professor and Chair, Dept. of Art and Design, 3-98 Fine Arts, University of Alberta, Edmonton, Alberta T6G 2C9; Tel: (403) 492-4583; Fax: (403) 492-7870; Email: drochfor@gpu.srv.ualberta.ca. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

BIOLOGY

UNIVERSITY OF WATERLOO — Microbiology. The Department of Biology of the University of Waterloo is seeking a Microbiologist prepared to establish an active research program in environmental microbiology, microbial biotechnology or similar areas. Duties include teaching at the undergraduate and graduate levels, and graduate student supervision. We will entertain applications from candidates of all nationalities, and at the rank of assistant, associate or full professor. Salary will be commensurate with qualifications and experience. Applicants should send their curriculum vitae, the names of three individuals willing to furnish letters of reference, and an outline (1-2 page) of their proposed research program to: Dr. William O. Taylor, Professor and Chair, Department of Biology, Faculty of Science, University of Waterloo, Waterloo, Ontario, N2L 3G1 Canada. The closing date for applications is September 30, 1998. In accordance with Canadian Immigration requirements, equally qualified Canadian citizens and permanent residents will be given first preference. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. Additional information on the Department is available at http://www.science.uwaterloo.ca/biology/biology.html.

BIOPHYSICS

UNIVERSITY OF ALBERTA — The Protein Engineering Network of Centres of Excellence invites applications for a position of Research Associate in the Department of Biochemistry. The successful applicant will carry out biophysical studies of the interaction of the antibacterial peptide gramicidin S and its analogs with model lipid bilayer and natural membranes. The applicant should have a PhD in Biophysics, Biochemistry or a closely related area and at least three years of relevant postdoctoral research training. The applicant should also be familiar with the techniques of differential scanning calorimetry, x-ray diffraction, and infrared, nuclear magnetic resonance and fluorescence spectroscopy as applied to biological membrane systems and have had experience studying peptide-lipid interactions. Minimum annual salary: $34,585. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applicants should submit a letter of application, curriculum vitae and the names of three references by September 30, 1998 to: Dr. Ronald N. McElhaney, Department of Biochemistry, University of Alberta, Edmonton, Alberta, Canada, T6G 2H7. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

BIOTECHNOLOGY

THE UNIVERSITY OF BRITISH COLUMBIA — The Biotechnology Laboratory at the University of British Columbia invites applications for a tenure-track position of Instructor 1. Applicants must possess the talent, interest and commitment to teaching required for this full-time teaching position. The successful candidate must have strong theoretical and practical knowledge in broad areas of molecular biology and biotechnology. The position is responsible for managing, organizing, developing and implementing academic outreach programs of the Teaching Laboratory. This includes teaching academic laboratory/lecture courses in molecular biology to graduate students and advanced honours undergraduate students, organizing and teaching faculty and staff workshops, and developing and implementing new outreach programs on molecular biology and biotechnology as part of the teaching mandate of the Biotechnology Laboratory. Applicants for this position should hold a Ph.D. in Biochemistry, Microbiology, Molecular Biology or a related field and have relevant teaching experience. The initial appointment would be made for two years with the possibility of reappointment leading to a tenured position as Senior Instructor. Closing date for applications is September 30, 1998. Applicants should submit a current curriculum vitae, a bibliography, and the names and address of three referees to: Mrs. Darlene Crowe, Administrator, Biotechnology Laboratory, 237 Wesbrook Building, 6174 University Boulevard, Vancouver, B.C. Canada V6T 1Z3. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration policy, priority will be given to Canadian citizens and permanent residents.

BOTANY

UNIVERSITY OF MANITOBA — The Department of Botany at the University of Manitoba invites applications for a full-time tenure track position, subject to final budgetary approval, at the Assistant Professor level, commencing on a mutually acceptable date on or after 1 January 1999. Minimum qualifications are a PhD in ecological plant physiology, plant population biology or allied sub-discipline. An interest in working in forest ecosystems and a familiarity with molecular techniques and population genetics will be advantageous. Duties will include undergraduate and graduate teaching and graduate supervision. The successful candidate will be expected to attract external funding to establish a vigorous research program and support graduate students. Preference will be given to applicants with proven teaching experience, a strong publication record and superior communication skills. The salary range for the position is $40,868 to $62,529. The Department currently has 9.5 full-time faculty members. It offers Botany Honours and Major programs, shares responsibility for the Ecology Program with the Department of Zoology, and contributes to the Environmental Science and Genetics Programs. There is a strong graduate program at the PhD and M.Sc. levels and we are justly proud of our students' success in national and international scholarship competitions. A node for Manitoba of the National Centre of Excellence — Sustainable Forest Management, has recently been established through the Department of Botany. Collaborations exist with the Departments of Plant Science and Entomology, the University of Winnipeg, the Cereal Research Centre (AAFC), Parks Canada, the Freshwater Institute, and the Institute for Wetland and Waterfowl Research. The department operates a modern transmission electron microscope laboratory and the facilities of the University Field Station (Delta Marsh) are also available to faculty members. Further information about the department can be obtained from www.umanitoba.ca. The city of Winnipeg has much to offer in family, cultural and recreational activities, combined with a reasonable cost of living and a favourable housing market. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae, statements of teaching philosophy and research interests, reprints of recent publications and the names, addresses (postal and e-mail), and telephone numbers of three referees to: Dr. L.A. Van Geeseele, Chair of the Search Committee, Department of Botany, University of Manitoba, Winnipeg, MB, Canada, R3T 2N2. E-mail: caeseel@cc.umanitoba.ca; Phone: (204) 474-6937 or 8132. The closing date for applications is 30 September 1998.

UNIVERSITY OF TORONTO — The Department of Botany, University of Toronto invites application for Two tenure track positions at the Assistant Professor level effective 1 July 1999. We seek: 1) a plant geneticist with research interests in population and evolutionary genetics. We are particularly interested in applicants using molecular and theoretical approaches to the study of evolutionary processes and with interest in teaching genetics and evolution. 2) A terrestrial plant ecologist with research interests in one or more of the following areas: theoretical and/or experimental community ecology, ecosystem processes including biogeochemical cycling, palaeoecology, and interactions between organisms. Applicants should have an interest in contributing to courses in terrestrial field biology and to interdisciplinary programs. Successful candidates will be expected to develop a vigorous, externally funded research program, train graduate students and teach at both the graduate and undergraduate levels. A PhD and postdoctoral experience is expected. Applicants should submit a curriculum vitae, copies of up to five recent publications, statements of research and teaching interests, and arrange for three letters of recommendation to be forwarded to the Chair of the Search Committee by October 15, 1998. Applications, specifying the position applied for, should be sent to either (1) Professor Spencer Barrett, Chair of Population Genetics Search Committee, or (2) Professor Robert Jefferies, Chair of Plant Ecology Search Committee, at the Department of Botany, University of Toronto, 25 Willcocks Street, Toronto, Ontario, Canada M5S 3B2. The University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal people and persons with disabilities. Canadian and international candidates are encouraged to apply.

BUSINESS

UNIVERSITY OF NEW BRUNSWICK Saint John invites applications for the following positions at the Faculty of Business in Saint John: Accounting, Finance, and Management Information Systems. Applicants should have an earned doctorate or equivalent. Candidates with lesser qualifications will be considered for term appointment. Rank and salary will be commensurate with qualifications and experience. Applications will be accepted until the positions are filled. Please send CV and the names and address of three referees to Dr. John Chalykoff, Dean, Faculty of Business, University of New Brunswick, Saint John Campus, PO Box 5050, Saint John, NB E2L 4L5. In accordance with Canadian immigration requirements, this ad is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

NORTHERN TELECOM (Nortel)/UNBSJ — Professorship in Electronic Commerce. Northern Telecom Limited and the Faculty of Business at the University of New Brunswick invite applications for a Professorship in Electronic Commerce. This position is designed to enhance the Major in Electronic Commerce in the BBA program, the

University of Alberta
Edmonton

AltaRex Research Chair in Tumor Immunology

Faculty of Pharmacy and Pharmaceutical Sciences

The Faculty is seeking qualified applicants to be considered for appointment to the AltaRex Chair in Tumor Immunology. This prestigious professorship is primarily a research appointment with a requirement for at least 75% of the incumbent's time devoted to research. The identified candidate must be willing to submit an application to a major granting agency under the terms and conditions governing the appropriate University/Industry Research Chair program.

The successful candidate will be expected to develop an active international caliber research program through extramural funding to complement established research programs in the Faculty. The holder of this Chair is expected to be one of the key project leaders in The Noujaim Institute for Pharmaceutical Oncology Research located in the Faculty. The individual will be expected to contribute to the undergraduate and graduate teaching programs.

The applicant must have a PhD degree in an appropriate discipline and an established record of achievement in tumor immunology. Individuals with an expertise in the application of molecular biology approaches to the development of immunologically-based diagnosis and therapy are of particular interest. The salary range reflects the rank and level of appointment and is competitive with other Canadian Universities.

The Faculty has 420 undergraduate and 60 graduate students. The University of Alberta has about 29,000 students. Excellent opportunities exist for collaborative research with other disciplines within the Faculty and the University at large, as well as outside the University. Edmonton is a city of approximately 600,000 people and is the provincial capital of Alberta. Theatre, arts, sports and outdoor activities are in ample supply. A comfortable, family lifestyle is available in Edmonton which is located approximately 3.5 hours by car from the Canadian Rocky Mountains.

Applications should include a complete curriculum vitae, a description of research and teaching interests and the names and addresses of three referees. The position is available immediately and applications will be accepted until the position is filled. Send applications by October 15, 1998 to:

Dr. R.E. Moskalyk, Dean
Faculty of Pharmacy and Pharmaceutical Sciences
3118 Dentistry/Pharmacy Centre
University of Alberta
Edmonton, Alberta, Canada T6G 2N8
Phone: (403) 492-0204
Fax: (403) 492-1843
E-mail: rmoskalyk@pharmacy.ualberta.ca

The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA
...it makes *sense*.

COMPUTING SCIENCE

Description: The Department of Computing Science invites applications for a full-time position to teach in its Bachelor of Technology in Applied Computing Science Degree program. Preference will be given to applicants with expertise in networks or multimedia/web development. This position will be of interest to candidates with demonstrated excellence in and commitment to undergraduate teaching. Industry experience is preferred.

The Department also supports a Major in Computing Science Degree. The candidate should be prepared to teach courses in these areas as well.

Qualifications: Master's Degree in Computing with industry experience; Ph.D. in Computing with industry experience preferred.

Commencement Date: As soon as possible.

Closing Date for Applications: The competition will remain open until a suitable candidate is found.

For more information on Kamloops and The University College of the Cariboo, please call **Wayne Babinchuk, Department Chairperson at (250) 828-5077; e-mail: babinchuk@cariboo.bc.ca; or visit our website at www.cariboo.bc.ca**

In accordance with Canadian Immigration laws, this ad is directed to citizens and permanent residents of Canada. The University College of the Cariboo is committed to the principle of employment equity. Please forward current curriculum vitae, quoting the **Competition #98-033a** with names, addresses and telephone numbers of three (3) referees, along with a copy of graduate transcripts to:

THE UNIVERSITY COLLEGE OF THE CARIBOO

Irene Bazell, Human Resources Officer
The University College of the Cariboo
P.O. Box 3010
Kamloops, BC V2C 5N3

We wish to thank all applicants; however, only those under consideration will be contacted.

The Izaak Walton Killam

POSTDOCTORAL FELLOWSHIPS

For 1999-2000

Dalhousie University

Value

Fellowships valued at $33,000 (1998-99), per year, plus travel allowance, are tenable for up to two years at Dalhousie University in most fields of study.

Qualifications

Applicants should have recently completed a PhD. (within the last 2 years; a PhD completed prior to 1997 is not eligible) at a recognised university and have no current connection with Dalhousie University.

Application

Initial correspondence should be received no later than October 15, 1998. It should include a curriculum vitae, brief research proposal and the name of the proposed supervisor or department of affiliation.

Application forms will be sent if the proposed research can be accommodated and completed applications must be submitted by December 15, 1998.

Correspondence should be addressed to:
Killam Postdoctoral Fellowship Programme
Faculty of Graduate Studies, Dalhousie University
Halifax, Nova Scotia, Canada, B3H 4H6

Postdoctoral Research Associates

Experimental High Energy Physics

The University of Victoria invites applicants for Research Associate positions in Experimental High Energy Physics. The positions will be based at CERN and at the University of Victoria, working on the OPAL experiment. The positions have terms of two years with a possible one year extension. Positions are available immediately.

The University of Victoria group is currently pursuing research at LEP II with the OPAL collaboration. We expect successful candidates to take an active role in the analyses of OPAL data. The group already has a significant role in searches for new phenomena, triple gauge coupling measurements and several aspects of physics with tau leptons.

The University of Victoria also is responsible for operating the OPAL online data reconstruction facility. The successful candidates would be expected to assume a major role in the operation and support of this system.

Candidates should have a recent Ph.D. in particle physics and experience with UNIX operating systems. Familiarity with the C programming language and experience with operating system installation and management would be an asset. Interested candidates should, prior to **30 October 1998**, send a curriculum vitae and arrange for two letters of recommendation to be sent to:

R. Sobie
Department of Physics and Astronomy
University of Victoria, Box 3055 Stn CSC
Victoria, British Columbia V8W 3P6

E-MAIL: rsobie@uvic.ca
FAX: (250) 721-7752

In accordance with Canadian immigration regulations, priority will be given to Canadian citizens and permanent residents. All qualified individuals are encouraged to apply.

UVic UNIVERSITY OF VICTORIA

electronic commerce stream in the MBA program, and joint research projects with the Electronic Commerce Centre. The successful candidate will hold a doctorate in an established business discipline with a study concentration and/or research base in electronic commerce. Candidates holding a Masters degree with appropriate business experience in electronic commerce may be considered. Rank and Salary will be commensurate with qualifications and experience. Candidates with lesser qualifications will be considered for term appointment. Applications will be accepted until the position is filled. Please send CV and the names and address of three referees to Dr. John Chalykoff, Dean, Faculty of Business, University of New Brunswick, Saint John Campus, PO Box 5050, Saint John, NB E2L 4L5. In accordance with Canadian Immigration requirements, this ad is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF ALBERTA — The Department of Organizational Analysis, Faculty of Business, University of Alberta invites applications for a full-time, tenure-track position at the assistant professor level in entrepreneurship/small business management. The position is subject to budgetary approval. A PhD is required, or the candidate should be at the completion stage of her/his degree. The Faculty is able to offer competitive salaries through market supplements. Appointments are normally effective July 1, although January 1 would be considered. Applications will be accepted until the position is filled. Send resume to Dr. Yonatan Reshef, Acting Chair, Department of Organizational Analysis, University of Alberta, Edmonton, Alberta, Canada T6G 2R6, by fax to (403) 492-7971, or by E-mail: yreshef@gpu.srv.ualberta.ca. The Department Homepage is located at: http://www.bus.ualberta.ca/depts/oa/. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA — Faculty of Business. Applications are invited for tenure-track assistant professor positions in Finance. Anticipated start date July 1, 1999. Positions are subject to funding. PhD or equivalent required, or candidates should be at completion stage of degree. Salary depends on qualifications. Competition remains open until positions are filled. We require a strong interest in research and ability to teach at undergraduate, MBA and PhD levels. Experience is not necessary, but experienced candidates should show research achievements. Proficiency in English is required. Send resume to Prem Talwar Chair, Finance and Management Science Department, Faculty of Business, University of Alberta, Edmonton, Alberta, Canada, T6G 2R6. Phone: (403) 492-2457; Fax: (403) 492-9924. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF VICTORIA — Management Information Systems. The Faculty of Business at the University of Victoria is seeking to fill a tenure track appointment in its MIS area. Individuals should have strong research skills and experience. Experience teaching elective courses in electronic commerce would be an asset. Candidates should be interested in managerial, rather than technical, issues in IS. International experience would be an asset. Applicants should be ABD or hold a PhD in MIS or a closely related field. The appointment starts July 1, 1999. The appointment and salary will be at a rank commensurate with the applicant's qualifications and experience. Women are particularly encouraged to apply. Victoria has a population of approximately 326,000. Situated on the southern tip of Vancouver Island, the city boarts a gentle climate and scenic setting, with outdoor recreation as a year-round pastime. Victoria is a popular tourist destination in the Pacific Northwest and has established major ties with Pacific Rim countries. Send letter of application with curriculum vitae, evidence of research and teaching skill, and three references to Dr. Roger Wolff, University of Victoria, Faculty of Business, PO Box 1700, STN CSC, Victoria, BC, V8W 2Y2, Fax (250) 721-6613, E-mail: wolff@business.uvic.ca. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Victoria is committed to an employment equity program and encourages applications from women, persons with disabilities, visible minorities and aboriginal persons. Deadline for application is October 20, 1998.

UNIVERSITY OF VICTORIA — Marketing. The Faculty of Business at the University of Victoria is seeking to fill a tenure track appointment in its Marketing area at the assistant/associate professor level. Candidates should have a teaching and research interest in one or more of the following areas: Services Marketing, Retailing, International Marketing, Marketing Research or Marketing Management. Applicants should be ABD or hold a PhD in Marketing or a closely related field. Salary commensurate with the applicant's qualifications and experience. The University of Victoria is ranked as one of the leading comprehensive universities in Canada (visit the UVic website at www.uvic.ca). Victoria has a population of approximately 326,000. Situated on the southern tip of Vancouver Island, the city boasts a gentle climate and scenic setting, with outdoor recreation as a year-round pastime. Victoria is a popular tourist destination in the Pacific Northwest and has established major ties with Pacific Rim countries. Send letter of application with curriculum vitae, evidence of research and teaching skill, and three letters of references to: Dr. Roger Wolff, University of Victoria, Faculty of Business, PO Box 1700, STN CSC, Victoria, BC, V8W 2Y2, Telephone (250) 472-4614, Fax (250) 721-6613. E-mail: wolff@business.uvic.ca. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Victoria is committed to an employment equity program and encourages applications from women, persons with disabilities, visible minorities and aboriginal persons. Closing date - September 30, 1998.

THE UNIVERSITY OF NEW BRUNSWICK invites applications for the following position at the Faculty of Business in Saint John: Assistant Professor (tenure-stream) - Japanese Business Studies. This position was created with the support of the Japan Foundation. The successful applicant will have an appropriate combination of academic preparation and practical experience, be committed to teaching, and will have an established research record in the field of Japanese business studies. The individual will also be responsible for teaching introductory courses on Japanese Studies within the Faculty of Arts. The commencement date is January 1, 1999. Rank and Salary will be commensurate with qualifications and experience. Applications will be accepted until the position is filled. Please send CV and the names and address of three referees to Dr. John Chalykoff, Dean, Faculty of Business, University of New Brunswick, Saint John Campus, PO Box 5050, Saint John, NB E2L 4L5. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF VICTORIA — Assistant/Associate Professor. The Faculty of Business of the University of Victoria is seeking to fill one and two year Visiting and Limited Term positions in and teaching skill, and three references to Dr. Roger Wolff, University of Victoria, Faculty of Business, PO Box 1700, STN CSC, Victoria, BC, V8W 2Y2, Fax (250) 721-6613, E-mail: wolff@business.uvic.ca. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Victoria is committed to an employment equity program and encourages applications from women, persons with disabilities, visible minorities and aboriginal persons. Deadline for application is October 20, 1998.

UNIVERSITY OF VICTORIA — Marketing. The Faculty of Business at the University of Victoria is seeking to fill a tenure track appointment in its Marketing area at the assistant/associate professor level. Candidates should have a teaching and research interest in one or more of the following areas: Services Marketing, Retailing, International Marketing, Marketing Research or Marketing Management. Applicants should be ABD or hold a PhD in Marketing or a closely related field. Salary commensurate with the applicant's qualifications and experience. The University of Victoria is ranked as one of the leading comprehensive universities in Canada (visit the UVic website at www.uvic.ca). Victoria has a population of approximately 326,000. Situated on the southern tip of Vancouver Island, the city boasts a gentle climate and scenic setting, with outdoor recreation as a year-round pastime. Victoria is a popular tourist destination in the Pacific Northwest and has established major ties with Pacific Rim countries. Send letter of application with curriculum vitae, evidence of research and teaching skill, and three references to: Dr. Roger Wolff, University of Victoria, Faculty of Business, PO Box 1700, STN CSC, Victoria, BC, V8W 2Y2, Telephone (250) 472-4614, Fax (250) 721-6613. E-mail: wolff@business.uvic.ca. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Victoria is committed to an employment equity program and encourages applications from women, persons with disabilities, visible minorities and aboriginal persons. Closing date - September 30, 1998.

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UNIVERSITY OF VICTORIA — Assistant/Associate Professor. The Faculty of Business of the University of Victoria is seeking to fill one and two year Visiting and Limited Term positions in the following areas: International Business, Finance, Marketing, Organizational Behaviour, Strategy and MIS. Preference will be given to candidates with teaching and research experience in an international dimension of their field. All positions require a PhD or ABD in business or related field. Salary will be commensurate with the applicant's qualifications and experience. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Victoria is committed to an employment equity program and encourages applications from women, persons with disabilities, visible minorities and aboriginal persons. Women are particularly encouraged to apply. A letter of application with a curriculum vitae, evidence of research and teaching skill, and three references should be sent to: Dr. Roger Wolff, University of Victoria, Faculty of Business, PO Box 1700, STN CSC, Victoria, BC, V8W 2Y2, Telephone (250) 472-4614, Fax (250) 721-6613, E-mail wolff@business.uvic.ca.

UNIVERSITY OF WESTERN ONTARIO — General Management/Strategy. The Richard Ivey School of Business (formerly the Western Business School) seeks candidates for a probationary tenure track or limited term position at the level of Assistant or Associate Professor in the General Management/Strategy area. The position is available to begin as early as January 1999. The successful candidate will demonstrate a strong commitment to the practice of management in both research and teaching. Ability to teach the core Strategy course (formulation and implementation) is essential. A demonstrated interest in international management is an asset. Several years of teaching experience with proven ability in executive education programs is highly valued. Applications for a tenured Associate Professor or Full Professor position are encouraged if the candidate's qualifications and record of achievement demonstrate the ability to quickly begin playing a leadership role in the areas mentioned above. This position is subject to budget approval. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and Permanent Residents of Canada. The Richard Ivey School of Business and The University of Western Ontario are committed to employment equity, welcome diversity in the workplace, and encourage applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities. Applicants should send their Curriculum Vitae to Professor Rod White, the Richard Ivey School of Business, The University of Western Ontario, London, Ontario, Canada N6A 3K7; Phone: 519-661-4211; Fax: 519-661-3485; E-mail: gmarea@ivey.uwo.ca

CHEMISTRY

UNIVERSITY OF ALBERTA — The Department of Chemistry at the University of Alberta invites applications for a tenure-track position in Organic Chemistry at the Assistant Professor level to begin July 1, 1999. The Department seeks candidates with demonstrated ability and outstanding potential for excellence in teaching and research. A PhD in Chemistry or a closely related area is essential and postdoctoral experience is an asset. We are seeking candidates whose research interests will complement those of the present faculty; however, outstanding candidates in any area of organic chemistry are encouraged to apply. Research in the Department is supported by excellent services, including mass spectrometry and high-field NMR laboratories, and departmental electronic, machine, and glassblowing shops. The applicants should submit a complete curriculum vitae and a research proposal by October 31, 1998, and arrange to have three confidential letters of recommendation sent on their behalf to: Professor Gary Horlick, Chair, Department of Chemistry, University of Alberta, Edmonton, Alberta, Canada, T6G 2G2. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal people, persons with disabilities, and members of visible minorities.

UNIVERSITY OF TORONTO — The Department of Chemistry, University of Toronto, invites applications for a tenure track position at the rank of Assistant Professor in Experimental Physical Chemistry, effective on or after July 1, 1999. Applicants should possess a PhD in experimental physical chemistry or related fields, a strong academic background and an excellent research record. The successful candidate will be expected to conduct an active and innovative research program and to teach at both the undergraduate and graduate levels. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities. Applications will be accepted until October 16th, 1998. Salary commensurate with experience. Applicants should provide a curriculum vitae, a list of publications, a statement of teaching interests, an outline of their proposed research, and should arrange to have three confidential letters of recommendation sent on their behalf to: Chair of Chemistry, Department of Chemistry, University of Toronto, 80 St. George Street, Room 151, Toronto, Ontario M5S 3H6.

UNIVERSITY OF NEW BRUNSWICK — The Department of Chemistry. Applications are invited for a continuing (tenure-track) position in analytical chemistry at the assistant professor level to commence January 1, 1999, or soon thereafter pending bugetary approval. Qualifications required include a PhD and postdoctoral experience in analytical chemistry. Demonstrated excellence in research and potential for effective teaching at the undergraduate and graduate levels are required. Candidates should submit a curriculum vitae, a list of publications, a research proposal which Must be prepared in NSERC form 101 format, and a statement of teaching philosophy to: Chair, Department of Chemistry, University of New Brunswick, P.O. Box 45222, Fredericton, NB E3B 6E2 Canada. Applicants should arrange for three (3) letters of reference to be sent directly to the Chair. Review of applications will begin on October 15, 1998. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

YORK UNIVERSITY — Department of Chemistry. Tenure-track Position in Experimental Physical Chemistry of Materials. Applications are invited for a tenure-track faculty position in experimental physical chemistry of materials, subject to budgetary approval. Candidates should be physical chemists with experimental research interests in some aspect of materials science and have a strong record of accomplishment in a related research area. The successful candidate will be expected to direct an active research programme, and to develop and teach courses at the graduate

Medical Director and Head, Pathology & Laboratory Medicine

Vancouver, BC

The BC Cancer Agency (BCCA) and the Vancouver Hospital & Health Sciences Centre (VHHSC), both teaching hospital affiliates of the University of British Columbia (UBC), are seeking a Medical Director and Head, Pathology & Laboratory Medicine to lead the activities of a joint department providing anatomic pathology, hematopathology, cytology, biochemistry, immunology, cytogenetics, medical microbiology and molecular biology services to both institutions. Clinical services encompass the full spectrum of a multi-specialty, tertiary general hospital and a tertiary cancer centre with regional, provincial and national referral practices. Academic and research programs are conducted at the UBC campus, the Jack Bell Research Centre (VHHSC) and the BC Cancer Research Centre (BCCA).

The position entails leadership and direction of clinical services; active participation in the teaching programs at undergraduate, postgraduate and CME levels; promotion of research through faculty and institutional research centres; and fostering the development of a provincial oncology pathology network as a component of the cancer control program of the BCCA.

The successful candidate is expected to be eligible for rank at the Associate or Full Professor level. Key attributes of the appointee will include leadership and administrative skills, vision and innovation, accomplishments in research and teaching, as well as the ability to work collaboratively within an evolving regional health care framework. Demonstrable special interest and distinguished accomplishments in diagnostic pathology are expected, as is possession of the FRCPC or equivalent qualification in one of the specialties of laboratory medicine.

In accordance with Canadian Employment and Immigration requirements, preference will be given to Canadian citizens and permanent residents of Canada. UBC and its affiliates hire on the basis of merit and are committed to employment equity. All qualified persons are encouraged to apply.

Letters of application should be submitted with a current curriculum vitae by September 30, 1998 to: Dr. Simon B. Sutcliffe, BC Cancer Agency, Vancouver Cancer Centre, 600 West 10th Avenue, Vancouver, BC V5Z 4E6; fax (604) 872-4596.

M13085

L'Université Concordia est à la recherche d'un doyen ou d'une doyenne de la Faculté des beaux-arts

Le doyen ou la doyenne dirige une Faculté dynamique qui comprend les départements suivants ; enseignement de l'art et art-thérapie ; histoire de l'art ; École de cinéma Mel Hoppenheim ; danse contemporaine ; art du design ; arts plastiques ; création numérique en beaux-arts ; musique et théâtre. Plus de 2 000 étudiants de 1er cycle et quelque 232 étudiants de 2e et 3e cycles y sont inscrits à des programmes de baccalauréat en beaux-arts (*BFA*), maîtrise en enseignement de l'art (*MA*), maîtrise en thérapies par les arts (*MA*), maîtrise en histoire de l'art (*MFA*), maîtrise en études cinématographiques (*MA*), maîtrise en beaux-arts (arts plastiques) (*MFA*), doctorat en enseignement de l'art (*Ph.D.*), doctorat en histoire de l'art (*Ph.D.*), diplôme de 2e cycle en interprétation musicale avancée, diplôme de 2e cycle en enseignement de l'art et diplôme de 2e cycle en art-thérapie. Des activités de recherche et de création sont menées par le corps professoral qui, selon le plan directeur, se compose de quelque 90 professeurs ayant acquis la permanence ou occupant des postes avec perspective de permanence et de 190 chargés de cours.

L'Université Concordia s'adresse à une population étudiante de tous horizons et évolue dans un milieu professionnel et éducatif bilingue ; les candidats doivent, par conséquent, être à l'aise en anglais et en français.

L'Université est à la recherche d'une personne de vision, confiante en elle-même et résolue à maintenir le cap sur l'excellence aux 1er, 2e et 3e cycles. Le doyen doit témoigner d'une vaste expérience de l'enseignement, de la recherche ou de la création et de l'administration dans une des disciplines de la Faculté. En outre, il possède un style de gestion transparent et collégial et a fait la preuve de ses capacités en matière de planification pédagogique et de collecte de fonds.

Ce poste prend effet le 1er juin 1999. Il est normalement assorti d'un mandat de cinq ans.

Prière d'adresser les offres de services ou mises en candidature, accompagnées d'un **curriculum vitae détaillé, d'une page résumant l'expérience d'enseignement, d'administration, de recherche ou de création ainsi que du nom et de l'adresse de cinq répondants, d'ici au 1er octobre 1998, à l'atttention de M. Jack Lightstone, vice-recteur à l'enseignement et à la recherche et président du comité consultatif de sélection d'un doyen ou d'une doyenne de la Faculté des beaux-arts,** Université Concordia, 1455, boulevard de Maisonneuve ouest, BC 223, Montréal (Québec) H3G 1M8 (Numéro de télécopieur confidentiel : 514-848-8766).

L'Université Concordia souscrit au principe de l'équité en matière d'emploi et encourage les candidatures provenant des femmes, des autochtones, des minorités visibles et des personnes handicapées. Conformément aux exigences canadiennes en matière d'immigration, la priorité est accordée aux citoyens et aux résidents permanents du Canada. Discrétion assurée.

UNIVERSITÉ Concordia

On vous prépare pour le monde
www.concordia.ca

and undergraduate levels. Qualified candidates will be considered at the Assistant Professor or higher level commensurate with experience. Candidates should provide a curriculum vitae, a statement of research interests and plans for a proposed programme of research, and should arrange for three letters of recommendation to be sent to: Dr. J.M. Goodings, Chair, Materials Search Committee, Department of Chemistry, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3, Canada. Review of applications will begin November 1, 1998. York University is implementing a policy of employment equity including Affirmative Action for women faculty. Qualified women and men are invited to apply. In accordance with Canadian immigration requirements, this advertisement is directed toward Canadian citizens and permanent residents.

YORK UNIVERSITY — Department of Chemistry, Tenure-track Position in Non- Professional Stream. Applications are invited for a tenure-track position in the Alternate (non-professorial) stream. Candidates should have a PhD in chemistry and a background in analytical chemistry with expertise in mass spectrometry. The successful candidate's duties will primarily be in the areas of teaching, supervision of technical staff, and managing the departmental analytical mass spectrometry services. Candidates should provide a curriculum vitae and an outline of teaching interests. They should also arrange for three letters of recommendation to be sent to: Dr. A.C. Hopkinson, Chair, Search Committee, Department of Chemistry, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3, Canada. Review of applications will begin October 15, 1998 and, subject to budgetary approval, employment is expected to commence on January 1, 1999. York University is implementing a policy of employment equity including Affirmative Action for women faculty. Qualified women and men are invited to apply. In accordance with Canadian immigration requirements, this advertisement is directed toward Canadian citizens and permanent residents.

UNIVERSITY OF WATERLOO — The Department of Chemistry of the University of Waterloo is seeking to fill a vacancy in Organic Chemistry. Individuals with expertise in any area of modern organic chemistry, ranging from synthetic to physical organic chemistry and including macromolecular science, will be considered. Applicants will be expected to have demonstrated superior abilities in their prior research work and to exhibit outstanding potential for excellence in teaching and future research. Postdoctoral experience, in addition to a PhD in any aspect of Organic Chemistry, is essential. It is anticipated that the appointment will be made at the level of Assistant Professor. Inquiries and applications should be directed to: The Chair, Department of Chemistry, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Applicants should submit a complete curriculum vitae, a research proposal and arrange for three letters of recommendation from professional references to arrive before September 30, 1998. Additional information concerning the department is available at: http://www.science.uwaterloo.ca/chemistr/gwc2.html. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

UNIVERSITY OF ALBERTA — Department of Chemistry, Manager, Mass Spectrometry Service Laboratory. Applications are invited for the position of Faculty Service Officer to manage the operation of the Mass Spectrometry Laboratory in the Department of Chemistry to begin January 1, 1999. This is a tenure-track position in an alternate (non-professorial) stream. The Laboratory presently has a Micromass Zabspec-oaTOF, three Kratos/AEI MS50s and a Micromass/VG 7070E. Mass spectrometric techniques available include Electrospray, MALDI, FAB/LSIMS, EI, CI, GC/MS, GC/MS and MS/MS. The successful apolicant must have the experience, specialist knowledge, and communication skills to: ensure that the instrumentation and software is maintained and, when necessary, modified to provide the best possible support for research within the Department; advise staff and students on the application of mass spectrometry to their research and assist them in the interpretation of data; keep abreast of developments in mass spectrometry, identify needs for new instrumentation and assist in the preparation of equipment grant applications. Minimum qualifications are a PhD in Chemistry along with relevant postdoctoral experience or working experience in mass spectrometry. Applicants should submit a complete curriculum vitae by October 31, 1998 and arrange to have three confidential letters of recommendation sent on their behalf to: Professor Gary Hoflack, Chair, Department of Chemistry, University of Alberta, Edmonton, Alberta, Canada, T6G 2G2. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

CLASSICS

UNIVERSITY OF ALBERTA — The Department of History and Classics, University of Alberta, invites applications for a tenure-stream appointment at the Junior Assistant Professor level in the area of Classical art and archaeology. Candidates should be prepared to teach senior and undergraduate and graduate level courses in Roman Art, and will be expected to teach an introductory course in either World History or Classical Mythology. Demonstrated excellence in teaching and research is essential; a PhD is required prior to issuance of a contract. The Faculty of Arts at the University of Alberta is engaged in an extensive process of renewal, and is committed to ensuring that the substantial number of hirings anticipated over the next several years will secure for the future the lively and productive intellectual environment on whith it prides itself. The Classics program itself is undergoing major renewal. The current appointment is one of four new appointments in the last two years. It is the Department's aim to maintain a strong and balanced program in Classics while at the same time encouraging innovative developments in the field. The Classics program is currently supported by faculty with specialist interests in a broad range of Classical study, including Greek and Latin literature, Green and Roman history, and Classical archaeology. The Department has identified Classical archaeology as an emerging area of strength and has active programs of excavation in Italy and Tunisia. The University of Alberta offers excellent library resources in many area of Classics. Other resources include an extensive Departmental slide library and the W.G. Hardy Museum of Classical Antiquities. The appointment will commence on July 1, 1999, conditional on funds being made available. The current salary floor for an Assistant Professor is $40,638. A letter of application, a curriculum vitae, university transcripts, and representative samples of publications or other written work are required. In addition, three referees should be asked to send confidential letters of appraisal to Ms. Louise Jenkins, Secretary to the Hiring Committee, Department of History and Classics, University of Alberta, Edmonton, Alberta, T6G 2H4. Closing Date: September 30, 1998. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

COMPUTER SCIENCE

THE UNIVERSITY OF WINDSOR invites applications for the following tenure-track faculty position at the rank of assistant professor commencing Jan 1, 1999 (subject to final budgetary aporoval). Applicants must have a PhD in Computer Science, specializing in one of the following areas: software processes and software project management; distributed operating systems and networking; multi-media and computer animation; end-user interface programming; or data analysis and visualization. Applicants must demonstrate a record of or show potential for excellence in research and teathing. Ability to contribute to the development of joint research projects in interactive data extraction and animation will be considered an asset. Applicants should submit an application letter, a statement of teaching and research interests, a curriculum vitae, a sample of publications, and teathing evaluations, and the names of three referees by October 30, 1998 to: Dr. Terry Smith, Chair, Computer Science Search Committee, the University of Windsor, 401 Sunset Avenue, Windsor, ON, Canada, N9B 3P4, Phone (519) 253-3000, Ext. 2990, Fax (519) 973-7093; E-mail: Tsmith@uwindsor.ca. Information about the University of Windsor and its programs may be found at http://www.uwindsor.ca. The University of Windsor is committed to equity and diversity in the workplace and welcomes applications from Aboriginal Peoples, persons with disabilities, and members of visible minorities. Applications from women are particularly encouraged. Citizens of Canada and other countries are welcome to apply. In accordance with Canadian immigration standards, priority will be given to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF NEW BRUNSWICK — The Faculty of Computer Science, University of New Brunswick invites applications for a tenure track appointment at the Assistant Professor level beginning January 1 or July 1, 1999, pending budgetary approval. Salary will depend upon the qualifications and experience of the successful apolicant, who is expected to have a PhD degree or be nearing completion of this degree, with evidence of research accomplishments and potential of excellence in teathing. Applicants must be willing to teach at both the undergraduate and graduate levels with preference being given for persons interested in one or more of the following areas: Database/Information Systems, Multimedia Systems, Distributed Computing, and Software Engineering. All areas will be considered. Those who have an interest in being cross-appointed in another academic unit are especially encouraged to apoly. Applicants must be prepared to actively pursue research and supervise graduate students. The Faculty offers the BCS, MCS and PhD degrees and has 23 faculty positions with 700 undergraduates and 60 graduate students. The University of New Brunswick is committed to the principle of Employment Equity. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please direct all inquiries to: Dr. Jane M. Fritz, Dean, Faculty of Computer Science, University of New Brunswick, P.O. Box 4400, Fredericton, NB, E3B 5A3. Phone: (506) 453-4566, Fax: (506) 453-3566, E-mail: jane@unb.ca. Applications will be accepted until the position is filled.

UNIVERSITY OF TORONTO — The Department of Computer Science invites applications for several tenure-track and tenured position at all levels. The Department is an international leader in Computer Science research and education with an unparalleled breadth of research diversity. Faculty members enjoy an extremely strong international reputation reflected in their awards and honours, involvement in international organizations, and prestigious positions as editors for leading computer science journals. The Department is currently undergoing a significant expansion in complement and research support. The Department considers excellence in research and teaching to be of prime importance and will consider applicants in all areas of computer science. We are particularly interested in the following areas: systems, including software engineering, distributed computing, networks and distributed information systems; human-computer interaction; natural language understanding; neural networks. Salary will be determined according to the successful applicant's experience and qualifications. The starting date of the appointments is flexible and could start as early as January, 1999. The positions are on any one of the three campuses: St. George (downtown Toronto), Scarborough (east end) or Erindale (west end). Toronto is a vibrant and cosmopolitan city, considered to be one of the most enjoyable cities in the world in which to work and live. Applications, including a curriculum vitae and a list of publications, should be sent to: The Chairman, Department of Computer Science, University of Toronto, Toronto, Ontario, M5S 3G4, Canada. Deadline for application is Sept. 30, 1998. The University of Toronto encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Qualified Canadians and non-Canadians are encouraged to apoly. Priority will be given in the first instance to Canadian citizens and landed immigrants of Canada.

UNIVERSITY OF WATERLOO — Department of Computer Science, The University of Waterloo invites applications for several tenure-track faculty positions in Computer Science. The Department prides itself on being the leader in Computer Science education and home to a diverse research program of international stature. Because of its recognized strengths and breadth, the Department is able to attract extremely well-qualified students at both undergraduate and graduate levels; these students contribute extensively to the Department's vitality. Priority will be given to candidates with extensive experience in designing, implementing, and evaluating practical software systems, and especially those with expertise in distributed systems, network computing, programming languages, software engineering, or database systems. Other successful candidates may have teaching and research expertise in those fields more broadly or in artificial intelligence, computer graphics, data structures design, or design tools and methods. Successful applicants will be expected to develop and maintain a productive research program, to attract and develop highly valued graduate students, to provide a stimulating learning environment for undergraduate and graduate students, and to contribute to the administration of the Department. A PhD in Computer Science or equivalent is required, with evidence of excellence in teaching and research. Candidates at all levels of experience are encouraged to apply. Rank and salary will be commensurate with experience. With over 40 full-time faculty members, including six new appointments in 1998, the Department of Com-

THE ROCKEFELLER FOUNDATION

African Dissertation Internship Awards

Doctoral students from sub-Saharan Africa are invited to apply to the Rockefeller Foundation for dissertation research support. The program enables Ph.D. students enrolled in U.S. and Canadian universities to return to Africa for extensive research involving field observation or the use of primary sources available only in Africa. Priority is given to research on equitable development in the fields of agriculture, environment, education, health, the life sciences, population, and the humanities. The maximum award is $20,000. Deadlines for applications are **October 1, 1997 and March 2, 1998.**

Under the auspices of the **African Development Dissertation Workshop Program**, doctoral students from sub-Saharan Africa are invited to apply to dissertation workshops that enable participants to engage in intensive discussion of each other's projects and issues common to conducting field research in Africa. Deadlines vary by host institution.

Alumni of the ADIA program and African scholars who have received support from other Rockefeller Foundation programs are invited to apply for Rockefeller Foundation **African Sustainable Development Career Awards.** Other African scholars, who received a Ph.D. from an overseas university, may also be considered. All applicants must have been awarded the Ph.D. degree not more than five years prior to application and must have returned to Africa or be planning to return upon completion of their doctoral training.

Les étudiants Africains enregistrés dans des universités en Amérique du Nord sont invités à poser leur candidature à la Fondation Rockefeller pour poursuivre leurs recherches de doctorat en Afrique. La priorité est donnée aux recherches sur le développement équitable dans le sujets suivants: agriculture, environnement, éducation, santé, sciences biologiques, études de population, et lettres. La bourse maximum est US$20,000. Les dates limites sont **1er octobre, 1997 et 2 mars, 1998.**

Sous les auspices du programme **African Development Dissertation Workshops**, les étudiants de doctorat sont invités à poser leur candidature à des ateliers de la Fondation Rockefeller qui permettront aux étudiants d'engager des discussions intensives sur leurs projets et sur les issues des recherches-terreste sur le ontinent Africain. Dates limites varient entre les universités organisatrices.

Les boursiers du programme ADIA et des docteurs Africains qui ont obtenu leurs doctorats avec l'assistance d'autres programmes de la Fondation sont invités à poser leur candidature à **African Science-Based Development Career Awards.** D'autres docteurs Africains, qui ont reçu leurs doctorats d'universités d'outre-mer, pourront aussi être considerés. Il est nécessaire que non plus de cinq ans soit passés depuis que le candidat a reçu son doctorat, et que le candidat soit de retour en Afrique ou qu'il projette d'y retourner dans le proche avenir.

For further information please write to:
Africa Dissertation Internship Awards, The Rockefeller Foundation, 420 Fifth Avenue, New York, NY USA 10018-2702. Additional information can be found on the Rockefeller Foundation website at http://www.rockfound.org. Choose "The Programs," then "African Initiatives."

Pour obtenir des information, veuillez vous adresser a:

Provost and Vice-Rector, Research

Concordia University is seeking to appoint a Provost and Vice-Rector, Research. This appointment is for a five-year term, is renewable upon an open search and will commence on June 1, 1999.

Concordia is a large urban university with 24,000 full- and part-time students on two campuses, one in downtown Montreal (Sir George Williams), the other at the West end of the city (Loyola). The University is responsive to the needs of a diverse student population as well as to the bilingual and multicultural environment in which it resides. It is a welcoming community where values of equality, non-discrimination and tolerance of diversity are appreciated and actively promoted. Within this environment, the University provides more than 160 undergraduate and graduate programs through four Faculties (Arts and Science, Commerce and Administration, Engineering and Computer Science, and Fine Arts), in addition to the associated Colleges and the School of Graduate Studies.

The Provost and Vice-Rector, Research reports to the Rector as the senior academic officer of the University. Reporting to the Provost and Vice-Rector, Research are the Deans of the four Faculties and School of Graduate Studies, the Director of University Libraries, and other Directors of the academic service units.

The Provost and Vice-Rector, Research is responsible for the effective administration of the University's academic activities - teaching, research and curriculum. The Provost and Vice-Rector, Research is expected to: exercise academic leadership; function as a key member of the senior administrative team of the University; support excellence and integrity in teaching and research and foster a climate that encourages the pursuit of innovation in these activities; encourage the development of multidisciplinary and interdisciplinary programs; encourage the ongoing development and provision of high-quality education and services to students; oversee the academic planning process, and ensure effective implementation and follow-up of that process; and develop academic links and further partnerships with other institutions as appropriate.

Candidates should possess a solid background, vision, and a progressive outlook in university teaching, research and administration; a record of distinguished scholarly achievement; a sound understanding of the university system in Canada and in Quebec; the ability to consult and communicate effectively; and fluency in French and English.

Applications and nominations, with biographical information, should be sent by 7 October 1998 to:

Diane Hastings, Secretary
Advisory Search Committee for Provost and Vice-Rector, Research
c/o Vice-Rector, Institutional Relations and Secretary-General
1455 de Maisonneuve Blvd. West
Montreal, Quebec H3G 1M8

Concordia University is committed to Employment Equity and encourages applications from women, aboriginal people, visible minorities and disabled persons. In accordance with Canadian immigration requirements, priority shall be given to Canadian citizens and permanent residents of Canada. Confidentiality of application and nominations is assured.

Concordia UNIVERSITY

Real education for the real world
www.concordia.ca

CLASSIFIEDS

puter Science is one of the largest in Canada. Waterloo pioneered the co-operative education system in Canada and now has the largest co-op program in North America. The Department has an excellent reputation in pure and applied research. For further information about the Department, please see http://math.uwaterloo.ca/CS_Dept/. Applications should include a curriculum vitae and the names and e-mail addresses of at least three references. The application should be directed to the Chair: Professor Nick Cercone, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1; cs-chair@cs.uwaterloo.ca To expedite handling of applications, candidates should ask those named as references to direct supporting letters to the same address. The positions are expected to commence during the 1999 calendar year. The Department will begin to consider applications in December 1998; applications will be considered as soon as they are complete and until April 1999 as long as positions remain available. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds.

CONTINUING EDUCATION

UNIVERSITY OF MANITOBA — The Continuing Education Division of The University of Manitoba invites applications for a tenure-track position at the assistant professor level. The focus of the position will be on extending accessibility to university studies. The Division is involved in such efforts in a number of ways, including (but not limited to) support for mature students, workplace learning, distance education, Aboriginal education, community development, programs for women, the use of educational technologies, and transition programs for underprepared students. We invite applications from persons with a specialization in any one or more of these. The Division has a staff of about 100 people, including half a dozen in professorial ranks and about 15 instructors. It operates a range of programs involving degree programs, certificates, diplomas and other credentials in many fields of study and in many locations as well as via distance delivery, and has substantial requirements to generate its own revenues from program activities. All professorial positions in the Division involve, in addition to normal university expectations for research and service, the development and management of programs related to the mandate of the Continuing Education Division as our 'teaching' component. The successful candidate will therefore have program development and management responsibilities as a major part of the position. Applicants should have a doctoral degree in Adult Education or a related field. Relevant experience in a post-secondary institution or related programs is essential. Assistant professor positions at The University of Manitoba have a salary range from $40,868 to $64,509 (under review). Starting salary within this range will be commensurate with qualifications and experience. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal peoples, and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents. Applications should include, in addition to a curriculum vitae, a brief written statement demonstrating how the applicant's academic abilities and work experience are appropriate to the Division's focus on extending accessibility. Please send application materials and the names, addresses, telephone, fax and (if available) e-mail contacts for three referees to Benjamin Levin, PhD, Dean, Continuing Education Division, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Inquiries can be made to 204/474-8010 or by e-mail to Ben_Levin@umanitoba.ca. Applications will be received until September 30, 1998, with an anticipated starting date of January 1, 1999.

DRAMA & SPEECH COMMUNICATION

UNIVERSITY OF WATERLOO — Drama and Speech Communication. Assistant/Associate Professor. The University of Waterloo invites applications for a tenure-track position as Director of Production in the Department of Drama and Speech Communication beginning July 1, 1999. Responsibilities include scheduling and budgeting 4 to 5 productions per year, teaching in area(s) of expertise, supervising/mentoring students, and university service. Secondary areas should include scene and/or lighting design and carpentry, plus a very strong knowledge of all aspects of production. Collaborative skills are essential. Qualifications include previous teaching experience and a strong link with the professional theatre community. Salary range commensurate with qualifications and experience. Send letters of application, vita/resume and three letters of reference to Professor Joel Greenberg, Chair, Department of Drama and Speech Communication, University of Waterloo, Waterloo, Ontario N2L 3G1. Application deadline: October 31, 1998. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

EARTH SCIENCES

UNIVERSITY OF WATERLOO — The Department of Earth Sciences is continuing to offer a tenure-track faculty position at the rank of Assistant (preferred) or Associate Professor. The successful candidate will have a PhD with research interests in geophysics. Duties will include teaching at the undergraduate and graduate levels (M.Sc. and PhD) and developing an active research program. The undergraduate program emphasizes geophysics, hydrogeology, geological engineering, geology, and geochemistry. Graduate research emphasizes hydrogeology, low-temperature geochemistry, rock/soil mechanics, Quaternary geology and shallow exploration/environmental geophysics. The successful candidate will have the opportunity to interact particularly in the areas of hydrogeology, soil and rock geotechnique, and mineral exploration. Salary will be commensurate with experience. The position is available immediately. The closing date for applications is September 30, 1998. Application must include a curriculum vitae, a statement of research and teaching interests, anticipated areas of interaction with other researchers at UW, and the names of at least three referees. The University of Waterloo encourages applications from all qualified individuals (Canadian or otherwise), including women, members of visible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of funds. Applications should be sent to Dr. Jim Barker, Department of Earth Sciences, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 (phone: 519-888-4567, ext. 2103; barker@cgmsecc.uwaterloo.ca).

UNIVERSITY OF WATERLOO — Earth Sciences. Applications are being accepted for a tenure-track faculty position in the Department of Earth Sciences at the University of Waterloo at the rank of Assistant (preferred) or Associate Professor. The successful candidate will have a PhD with research interests in structural geology and its application to ore deposits. Duties will include teaching at the undergraduate and graduate levels, and development of an active field-oriented research program involving graduate students. The Department is one of the largest geoscience departments in Canada, with approximately 25 regular and research faculty members and substantial undergraduate and graduate student enrollments. The undergraduate program focuses on providing a firm geological background as the foundation for streams specializing in geology, environmental geology, geophysics, hydrogeology, and geochemistry. Both M.Sc. and PhD degrees are offered. Current graduate research topics span a broad range of the geosciences, with emphasis on hydrogeology and low-temperature geochemistry, but also including Quaternary geology and paleoclimatology, sedimentology, stratigraphy, economic geology, environmental geophysics, rock mechanics, and other fields. Salary will be commensurate with experience. The position is available December 1, 1998. The closing date for applications is October 15, 1998. In order for an application to be complete, a curriculum vitae of the candidate, and the names of at least three referees are required. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. Applications should be sent to Dr. Edward Sudicky, Chair, Department of Earth Sciences, University of Waterloo, Waterloo, Ontario, N2L 3G1.

EAST ASIAN STUDIES

UNIVERSITY OF TORONTO — Japanese Literature and Civilization. The Department of East Asian Studies, University of Toronto invites applications for a tenure-track position at the rank of Assistant/Associate Professor, in the field of Japanese Literature and Civilization, commencing July 1, 1999. Requirements include a PhD degree, completed or in-hand by the time of appointment, native or near native fluency in Japanese and established expertise in one or more sub-fields in Japanese literature and civilization. Ability to teach in a wide variety of genres and periods an asset. Publications and teaching experience desirable. Responsibilities will include undergraduate and graduate teaching in Japanese fiction, poetry and film. Salary commensurate with qualifications and experience. In accordance with Canadian immigration requirements, priority will be given in the first instance to Canadian citizens and permanent residents of Canada, but other applicants will also be considered. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, and persons with disabilities. Send a CV and three letters of reference together with your letter of application to: Rick Guisso, Chair, Department of East Asian Studies, 130 St. George St. Rm. 14207, Toronto, Ontario M5S 3H1. Deadline for application: October 15, 1998.

ECONOMICS

UNIVERSITY OF TORONTO — Tenured Appointment in Economic Theory at the senior level on the St. George campus, subject to budgetary approval. PhD degree or equivalent with a proven record in research and teaching. Appointment effective July 1, 1999; salary commensurate with qualifications. Interested candidates should write by September 30, 1998, providing a curriculum vitae and the names of three referees to: Professor M. Fuss, Chair, Recruiting Committee, Department of Economics, 150 St. George Street, University of Toronto, Toronto, Ontario M5S 3G7 Canada. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

UNIVERSITY OF TORONTO — Assistant or Associate Professor Tenure-Stream Appointments, one on the St. George campus and one on the Erindale campus, subject to budgetary approval. Field preference is Applied Economics or Economic Theory. Ph.D. Degree or equivalent, with solid training in applied econometrics and economic theory, as well as in the field of specialization, is required as of July 1, 1999 or soon thereafter. Appointments effective July 1, 1999; salary commensurate with qualifications. Interested candidates should write by November 30, 1998, providing a curriculum vitae and the names of three referees to: Professor M. Fuss, Chair, Recruiting Committee, Department of Economics, 150 St. George Street, University of Toronto, Toronto, Ontario M5S 3G7 Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

UNIVERSITY OF TORONTO — Assistant or Associate Professor. Tenure-Stream Appointments, on the St. George campus, subject to budgetary approval. Two positions in Econometrics, one in Economic Theory or Applied Economics. PhD degree or equivalent, with solid training in applied econometrics and economic theory, as well as in the field of specialization, is required as of July 1, 1999 or soon thereafter. Appointments effective July 1, 1999; salary commensurate with qualifications. Interested candidates should write by November 30, 1998, providing a curriculum vitae and the names of three referees to: Professor M. Fuss, Chair, Recruiting Committee, Depart-

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McGill

Chaire Sir William MacDonald

La Faculté de droit de l'Université McGill sollicite des candidatures pour la chaire Sir William Macdonald.

La chaire Sir William Macdonald, l'une des six chaires en droit à l'Université McGill, fut établie en 1895. Parmi ses anciens titulaires, on trouve les noms de Frederick Parker Walton, Robert Warden Lee, Francis R. Scott, Maxwell Cohen et John E. C. Brierley.

La Faculté de droit fut fondée en 1848. En 1998, année de son cent cinquantième anniversaire, elle dispense une formation générale en droit civil et en common law. La Faculté vient d'annoncer la création d'un nouveau programme de premier cycle, axé sur les fondements intellectuels du droit privé occidental et mettant l'accent sur les dimensions théoriques à la fois du droit local et du droit transnational. Elle sera alors la seule Faculté de droit à enseigner le droit civil et la common law, en français et en anglais, dans un seul programme de cours intégré, conduisant à la fois à l'obtention du baccalauréat en droit civil (B.C.L.) et du baccalauréat en common law (LL.B).

L'Institut de droit aérien et spatial (établi en 1951) et l'Institut de droit comparé (établi en 1965) offrent des programmes d'études supérieures conduisant aux grades de maîtrise en droit civil (M.C.L.), de maîtrise en common law (LL.M.) et de doctorat en droit (D.C.L.). Deux centres de recherche sont rattachés à ces instituts : le Centre de droit aérien et spatial et le Centre de recherche en droit privé et comparé du Québec. Le Centre des sciences de la santé, de l'éthique et du droit de McGill et le Centre pour l'étude des industries réglementées sont aussi affiliés à la Faculté.

La Faculté de droit compte un corps professoral de trente-six professeurs de carrière, auxquels s'ajoutent des professeurs invités et des chargés de cours. Y sont inscrits environ cinq cent (500) étudiants de premier cycle et cent quatre-vingt-cinq (185) étudiants en résidence au deuxième et troisième cycles, ainsi que plusieurs chercheurs post-doctoraux. Les étudiants du premier cycle proviennent de toutes les régions du Canada, des États-Unis et d'autres pays; ceux des deuxième et troisième cycles sont originaires de plus de quarante pays.

En septembre 1998 sera inaugurée une nouvelle bibliothèque de droit, doublant ainsi la superficie de l'actuelle bibliothèque, elle-même ouverte en 1966. La nouvelle bibliothèque, nommée en l'honneur de M. Nahum Gelber, sera équipée de toutes les nouvelles technologies informatiques, de salles d'ordinateurs et d'autres ressources modernes de télécommunications. La bibliothèque et de nouveaux fonds pour le développement de la collection ont été entièrement subventionnés par les anciens et les amis de la Faculté. De plus, la Faculté a reçu une importante subvention de la Fondation John Dobson pour promouvoir l'utilisation de nouvelles technologies en matière d'enseignement.

La Faculté sollicite des candidatures d'universitaires de réputation internationale dans le domaine du droit privé et comparé. Le titulaire sera ainsi appelé à jouer un rôle prépondérant dans la mise en oeuvre du nouveau programme de premier cycle et, en même temps, à apporter une contribution significative aux programmes de recherche et de publications au sein de l'Institut de droit comparé et du Centre de recherche en droit privé et comparé.

Le poste comporte la permanence et la chaire est entièrement dotée. Le salaire, les conditions de travail, les avantages sociaux et la date d'entrée en fonction feront l'objet de négociations.

Les candidatures seront reçues jusqu'au **15 octobre 1988**. Elles doivent être accompagnées d'un curriculum vitae complet et être adressées au **professeur Roderick A. Macdonald, président du Comité consultatif de la Chaire Sir William Macdonald, a/s Faculté de droit, Université McGill, 3644, rue Peel, Montréal, Québec, Canada, H3A 1W8,** (téléphone : (613) 946-8980; télécopieur : (514) 398-3233; courrier électronique : rod@falaw.lan.mcgill.ca)

Les règlements canadiens concernant l'immigration prescrivent que l'Université doit évaluer en priorité les candidatures de citoyens canadiens et de résidents permanents du Canada.

CHAIR OF SOCIAL WORK

UNBC
UNIVERSITY OF NORTHERN BRITISH COLUMBIA

The Social Work Program was established in 1994 as part of Canada's newest university to prepare students for social work practice in northern British Columbia and beyond. It offers both BSW and MSW degrees and the undergraduate program is delivered on a decentralized basis to selected regional sites. The Social Work curriculum emphasizes social work in northern and remote areas, aboriginal issues, women in the human services and community practice through courses that recognize the integration of practice, policy and research.

The Chair is responsible for the academic, professional and administrative activities of the Social Work Program. Eligible candidates must demonstrate scholarly, professional and administrative competence related to social work and have a record of academic leadership, planning and management related to the development of a new program of social work education. Excellent interpersonal skills, creative approaches to program delivery and a capacity to work effectively with faculty, staff, students, the wider university and the community will be a prerequisite. The appointment will be at the rank of Associate Professor. Salary will be commensurate with experience.

The starting date will be by arrangement, but no later than August 1999.

Please forward your curriculum vitae and names and addresses of three references (including telephone and fax numbers) by November 15, 1998 to: Dr. Deborah Poff, Vice-President Academic, University of Northern British Columbia, 3333 University Way, Prince George, BC V2N 4Z9. Fax: 250-960-7300. Inquiries may be made to : Dr. Robin Fisher, Dean of Arts, Social and Health Sciences, UNBC. Phone 250-960-5823. Email: fisher@unbc.ca.

IN ACCORDANCE WITH CANADIAN IMMIGRATION REQUIREMENTS, PRIORITY WILL BE GIVEN TO CANADIAN CITIZENS AND PERMANENT RESIDENTS OF CANADA. THE UNIVERSITY OF NORTHERN BRITISH COLUMBIA IS COMMITTED TO EMPLOYMENT EQUITY AND ENCOURAGES APPLICATIONS FROM WOMEN, ABORIGINAL PEOPLES, PERSONS WITH DISABILITIES AND MEMBERS OF VISIBLE MINORITIES.

University of Alberta
Edmonton

Chair in Fisheries and Wildlife

Alberta Conservation Association

Alberta Conservation Association
Funded by Alberta Anglers, Hunters, and Other Conservationists

The Department of Biological Sciences in the Faculty of Science invites applications for the Alberta Conservation Association Chair in Fisheries and Wildlife.

Candidates must have an outstanding internationally recognized record of achievement in research in some aspect of fisheries and/or wildlife biology. The Chairholder will be expected to provide leadership for a major research and teaching program in applied fisheries and wildlife biology, in support of the goals of the Alberta Conservation Association for a long-term sustainable resource in Alberta. The program will be diverse but will include examination of the ecological and socio-economic role of consumptive use of natural resources as a fisheries and wildlife management tool.

Appointment will be at the level of Full Professor, adding to our already strong ecology and environmental biology research groups. The effective date of employment will be January 1, 1999 or as soon as possible thereafter.

Candidates should forward a curriculum vitae, list of publications, a brief statement of research interests and the names of three referees to:

Dr. S.E. Jensen, Chair
Department of Biological Sciences
CW 405 Biological Sciences Building
University of Alberta
Edmonton, Alberta
Canada T6G 2E9
E-mail: susan.jensen@ualberta.ca
For additional information about the Department see:
www.biology.ualberta.ca

Closing Date: October 15, 1998

The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

...it makes *sense*.

ment of Economics, 150 St. George Street, University of Toronto, Toronto, Ontario M5S 3G7 Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

THE UNIVERSITY OF ALBERTA — Department of Economics invites applications for three full-time positions starting July 1, 1999. Appointments will be made at the junior or senior levels. Entry-level applicants are expected to have a PhD (or be close to completion), and they must display promise of excellence in teaching and research. Candidates at the upper levels must have well-established teaching and research records. We invite applications from outstanding individuals in all fields, but we are especially interested in candidates with teaching and research interests in macroeconomics and international trade. Salary is commensurate with qualifications and competitive with other Canadian institutions. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Send applications (including curriculum vitae and names of three referees who have been asked to send confidential letters of assessment) to Kenneth Norrie, Chair, Department of Economics, University of Alberta, Edmonton, Alberta T6G 2H4 by December 1, 1998. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

EDUCATIONAL PSYCHOLOGY

UNIVERSITY OF SASKATCHEWAN — Department of Educational Psychology and Special Education. The University of Saskatchewan is committed to Employment Equity. Members of designated groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. The Department of Educational Psychology and Special Education in the College of Education, University of Saskatchewan is seeking applications for a tenure track position at the Assistant Professor level. The candidate must have a background in special education preferably in Intellectual Disabilities and at least one of Child and/or Adolescent Development or School Psychology and should have a completed PhD. Preference will be given to candidates with teaching experience in a K-12 setting who could qualify for teacher certification in the province of Saskatchewan. Responsibilities include teaching graduate courses, supervising graduate student research and conducting personal research and practicing professional skills in the area of specialization. In addition, the position requires teaching undergraduate courses in the teather education program, periodic supervision of practice teaching and active involvement in committee and administration work. The department offers programs to over 150 graduate students enrolled in Post-Graduate Diploma, Master of Education and special case PhD programs in the following areas: behaviour disorders, intellectual disabilities, learning disabilities, language and communication difficulties, cross-categorical resource teaching, counselling, measurement and evaluation, and school psychology. It also provides courses and supervision of practicum experiences to approximately 1400 Bachelor of Education students. The department has a full-time complement of 15 faculty members. Interested applicants should send their application with curriculum vitae, and arrange for their references to be sent to: Dr. Walt Pawlovich, Head, Department of Educational Psychology and Special Education, University of Saskatchewan, 28 Campus Drive, Saskatoon, SK S7N 0X1. Deadline for applications: November 1, 1998. Starting Date: As soon as possible.

ELECTRONICS

CARLETON UNIVERSITY — Department of Electronics. Applications are invited for a tenure track or tenured position at the Associate Professor level in Microelectronics in the Department of Electronics. This position is subject to budgetary approval. The department wishes to maintain its position as Canada's leader in telecom microelectronics, which is due in part to its very strong links to the local industry, and the successful candidate will have demonstrated strength in industrially-oriented cutting-edge research in the area. He/she will show the ability to assemble and run a productive lab of 6 to 12 graduate students, and will show the ability to teach both undergraduate and graduate classes at a high quality level. The position may be of particular interest either to an established industrial research manager who wants the freedom to do forward-looking work or to a successful academic who wants to move to a department that values entrepreneurship and work of industrial significance. Applications, with a curriculum vitae, and the names of three referees should be sent to: Professor J.S. Wight, Chair, Department of Electronics, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6; Telephone: (613) 520-5760; Fax (613) 520-5708. Salary will be commensurate with rank and experience. Applications will be accepted until a suitable candidate is selected. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

ENGINEERING

UNIVERSITY OF WINDSOR — Civil and Environmental Engineering invites applications for a tenure-track position at the rank of assistant professor in the area of Air Pollution Control, commencing January 1, 1999. Preference will be given to candidates with a proven capability of conducting research in regional air quality modelling and/or development of air pollution control devices. Applicants must have a baccalaureate degree in engineering (preferably chemical engineering), a PhD in the field of environmental/chemical engineering, and be eligible for professional engineering registration in Ontario. Applicants must have potential or proven ability for excellence in teaching and research. Industrial experience in environmental engineering is desirable. The successful applicant is expected to teach undergraduate and graduate courses in environmental engineering and undergraduate courses in general engineering, supervise graduate students, and interact with the Great Lakes Institute for Environmental Research. The University of Windsor is committed to employment equity and welcomes applications from Aboriginal peoples, persons with disabilities, and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants should sent a curriculum vitae and the names of three referees by October 2, 1998 to Dr. N. Biswas, Interim Program Chair, Civil and Environmental Engineering, University of Windsor, 401 Sunset Avenue, Windsor, Ontario Canada, N9B 3P4. Phone (519) 253-3000, ext. 2550, FAX (519) 971-3686, e-mail: Biswas@uwindsor.ca.

UNIVERSITY OF WINDSOR — Industrial and Manufacturing Systems Engineering at the University of Windsor is seeking applications for a 9-month limited-term appointment at the Assistant Professor level starting January 1, 1999 (subject to final budgetary approval). A doctorate in Industrial Engineering, Manufacturing Engineering, or allied areas, and an undergraduate engineering degree are required. The successful candidate will be expected to teach Industrial Engineering/Manufacturing Engineering courses primarily at the undergraduate level in the areas of: FMS, CAD/CAM, Decision Support Systems, Statistics, Operations Research, and Manufacturing Processes. The University of Windsor is committed to equity and diversity in the workplace and welcomes applications from Aboriginal peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Candidates should submit a detailed curriculum vitae and teaching evaluations, if available, and arrange for 3 letters of reference to be forwarded by October 1, 1998 to: Dr. R.S. Lashkari, Chair Search Committee, Industrial & Manufacturing Systems Engineering, Windsor, Ontario, Canada N9B 3P4; Tel: (519) 253-3000 Ext. 2607; Fax (519) 973-7062; E-mail: mummery@uwindsor.ca.

UNIVERSITY OF MANITOBA — The Department of Civil and Geological Engineering, at the University of Manitoba invites applications for a tenure-track Assistant Professor position with a starting date of January 01, 1999 or as soon as possible thereafter. The starting salary is in the range of $55,000 to $60,000. The Department has eighteen faculty members, eight support staff and nearly 100 graduate students. A well-equipped structural engineering laboratory is available for research. The web page www.umanitoba.ca/civil contains information on academic and research programs in the Department. The Faculty of Engineering has a state-of-the-art multi-media/distance education facility. The successful candidate will hold a PhD degree or equivalent in structural engineering and an undergraduate degree in civil engineering. Outstanding candidates who are in the final stage of completion of a PhD are also encouraged to apply. Candidates must be either registered or eligible for registration with the Association of Professional Engineers of Manitoba. Industrial experience will be considered an asset. The duties of this position are teaching at the undergraduate and graduate levels, supervision of graduate students, and development of an externally funded research program. The appointee for this position must have a strong interest in teaching engineering design at the first-year level and have a strong commitment to excellence in teaching. The teaching duties also include senior undergraduate and graduate courses in structural engineering. Candidates should have research expertise and new materials and innovative design as applied to structural engineering. The appointee is also expected to take an active role in course development in an electronic classroom setting. The University of Manitoba encourages applications from qualified women and men including members of visible minorities, Aboriginal peoples and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should forward a detailed curriculum vitae, a statement concerning research and teaching interests, transcripts of all degrees, and names and addresses (fax/e-mail included) of three referees to: Professor Nimal Rajapakse, P.Eng., Head, Department of Civil and Geological Engineering, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 5V6 (e-mail: rajapaks@cc.umanitoba.ca). The closing date for applications is September 30, 1998.

UNIVERSITY OF ALBERTA — Department of Civil and Environmental Engineering. The Solid Waste Management Research Team in the Environmental Engineering Group is looking for a qualified and highly motivated Postdoctoral Fellow (or PhD student) to work on a innovative project to design and construct instrumentation systems to measure leachate flow characteristics and moisture contents in solid waste materials. These systems will then be used to measure the effectiveness of leachate recirculation systems in bioreactor landfill cells. Qualifications — Applicants with good theoretical and practical capabilities in hydrogeology, soil science, soil chemistry and/or environmental engineering, and with specific knowledge of capillary phenomena, and/or waste management are sought for this position. Strong motivation and initiative for self-directed learning and research are essential. Position — This position is provided through research grants to the principal investigator (Dr. C. Zeiss, P.Eng.). The research will entail theory development and application in the design of moisture and capillary pressure measurements, lab experiments and field work at solid waste landfills. Contributions to research proposals, journal and conference papers and teaching will be encouraged. Depending on availability of a suitable applicant, qualification and experience, the duration of the position can be set at three to twelve months with the possibility of an extension. The competition is open until a suitable candidate is found. The location is in the Environmental Engineering Building on the University of Alberta campus in Edmonton, Alberta, Canada, T6G 2M8. Contact Dr. C. Zeiss, P.Eng. Assoc. Professor, Tel. (403) 492-5122, Fax (403) 492-8289, email: czeiss@civil.ualberta.ca. Mailing address: Dept. of Civil and Environmental Engineering, HEC 304, University of Alberta, Edmonton, Alberta, T6G 2M8.

UNIVERSITY OF ALBERTA — Department of Civil and Environmental Engineering. The Environmental Management Research Team in the Environmental Engineering Group is looking for a qualified and highly motivated Research Associate to conduct research on theory and experiments to set priorities for environmental management of industrial facilities and forestry activities. Many firms are developing environmental management plans to minimize environmental effects and achieve sustainable practices in environmental and forest management. This research will develop principles and methods to set priorities to improve environmental quality and address community and stakeholders' concerns. Qualifications — at least a Master's degree in environmental engineering or forestry science with a strong interest and some background in economics, psychology or sociology or vice versa. Strength in conceptual analysis, experimental and survey design, statistics and/or environmental impact assessment is sought. The research entails cooperation with industry and community stakeholders. Attendance of relevant courses at the University of Alberta is possible to complement the successful applicant's background. Position — This position is provided through a research grant to the principal investigator (Dr. C. Zeiss) and encompasses theoretical synthesis, method development and testing, environmental management planning. The position will require some travel in Alberta. Leadership and independent research capabilities are desirable. Contributions to research proposals, journal and conference papers and teaching will be encouraged. The duration of the contract position can be from three to twelve months, depending on availability, qualification and experience of a suitable applicant. The competition is open until a suitable candidate is found. The location is in the Environmental Engineering Building on the University of Alberta campus in Edmonton, Albert, Canada, T6G 2M8. Please send a short resume or contact Dr. C. Zeiss, P.Eng. Assoc. Professor, Tel. (403) 492-5122, Fax (403) 492-8289, email: czeiss@civil.ualberta.ca. Mailing address: Dept. of Civil and Environmental Engineering, HEC 304, University of Alberta, Edmonton, Alberta, T6G 2M8.

THE UNIVERSITY OF WATERLOO — The Department of Electrical & Computer Engineering at the University of Waterloo is seeking an outstanding candidate for a tenure track faculty position, at the level of assistant professor, in the general area of thin film devices, circuits, and systems pertinent to high speed imaging. This position is in conjunction with our recently established DALSA/TRIGNESEC Industrial Research Chair in Sensor Technology. The advertised position is for a faculty member who is expected to carry out research that is independent but complementary to the Chair program. The successful candidate is expected to have a strong commitment to teaching and research, including supervision of graduate students. The candidate for the position must have an earned doctoral degree with a strong research record/potential in one or more of the following areas: theory and fabrication of thin film devices, circuits, and systems; high speed and low noise architectures for matrix addressed arrays; design of linear integrated circuits, including analog-to-digital converter and other circuits, for image processing. For information please visit the web (WWW) site, http://www.ece.uwaterloo.ca. Salary will commensurate with qualification and experience. Applications with complete curriculum vitae and names of at least three references should be sent to: Professor J.A. Field, Coordinator, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is primarily directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

UNIVERSITY OF WATERLOO — Systems Design Engineering. Applications are invited for a tenure-track faculty position at the rank of Assistant or Associate Professor. The Systems Design Engineering Department is concerned with teaching and research in general systems modelling methodologies and engineering design techniques. The successful candidate should be comfortable working in an interdisciplinary academic environment, encompassing societal and environmental systems, human systems engineering, intelligent systems and physical systems modelling. The department is particularly interested in candidates with expertise in the development and application of advanced methodologies to societal and environmental systems, including computational intelligence tools, decision support systems, fuzzy logic, multiple objective decision making, spatial information techniques, and uncertainty and risk analysis. The department will give preference to persons with teaching ability in the specific subjects of its core undergraduate

ASSISTANT PROFESSOR
THE SCHOOL OF HUMAN KINETICS

The School of Human Kinetics at the University of British Columbia invites applications for a full-time tenure-track appointment in the area of motor learning/motor control at the Assistant Professor level. The appointment will become effective January 1, 1999 or as soon thereafter as possible. It will be subject to final budgetary approval.

The School of Human Kinetics offers programs leading to B.H.K., M.H.K., M.A., M.Sc. and PhD degrees.

The successful applicant will have extensive training in the neuroscience field with particular emphasis on learning and/or control of skilled movement. Preference should be given to candidates with a research interest in special populations.

Candidates should have a PhD and post-doctoral research training.

Duties will include teaching at the undergraduate and graduate level, supervision of graduate students and establishment of a well defined research program, with funding from external sources.

In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

The closing date for applications is **October 15**, or until the position is filled. A letter of application, a curriculum vitae, as well as the names, addresses and phone/FAX numbers of three referees, should be sent to:

Dr. Michael Houston, Director
School of Human Kinetics
210 War Memorial Gym, 6081 University Boulevard
Vancouver, BC, V6T 1Z1

Assistant Professor
Chinese History

The Department of History invites applications for a tenure track, entry level position at the assistant professor level in Chinese History, effective 1 July, 1999. The successful candidate should have a PhD at the time of appointment, plus publications and a strong teaching record.

The position is open to any area of specialization in Chinese History. Initial funding for the position comes from the Chiang Ching-Kuo Foundation for International Scholarly Exchange (USA).

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity.

Salary will be commensurate with qualifications, but competitive. The closing date for applications is 30 October, 1998. Please send applications, with C.V., a writing sample and three letters of reference, to Dr. John Ferris, Head, Department of History, University of Calgary, 2500 University Drive NW, Calgary, Alberta, Canada T2N 1N4.

For further information:
Tel: (403)220-3837 Fax: (403)289-8566 e-mail: ferris@ucalgary.ca

UNIVERSITY OF CALGARY

www.ucalgary.ca

MRCRM

Medical Research Council of Canada / Conseil de recherches médicales du Canada

The Medical Research Council of Canada (MRC) is the lead federal agency supporting health research. MRC's annual budget of $267M provides support for research grants, and awards for personnel training and career development across Canada. We are currently seeking a:

Deputy Director, Programs Branch

You will be a member of a management team of eight individuals responsible for the efficient administration of the Branch and its activities. In addition, you will lead a team of 3-5 people in the administration of an assigned portfolio of research funding programs and scientific review committees which includes providing scientific staff support in the development and management of funding programs and policies, the administration of peer review processes and the organization of site visits. Excellent managerial, organizational, problem solving and communication skills are essential to succeed in the Branch's fast-paced environment that often presents competing priorities. Some travel and work outside normal working hour will be required.

You must possess:

- PhD degree or equivalent in a health research area or Masters in Health Administration with extensive related experience in a health research setting;
- experience in independent research in a health field, with preference to those in the area of Health Research;
- experience in supervision of administrative staff;
- research administration experience would be a strong asset;
- ability to work in both official languages. (Successful candidates will be subject to language testing.)

MRC is an equal opportunity employer. Preference will be given to Canadian citizenship.

Salary levels: $59,295 to $77,646, plus a bilingualism bonus of $800 per annum. These salary levels include compensation for hours worked outside of normal business hours. An enhanced security check is required prior to employment.

One position is currently available, however, a list of eligible candidates will be maintained for future staffing of similar positions.

Please submit your application by **September 30, 1998** to:

Robert Rowan
Manager, Human Resources
MRC — 5th Floor, Tower B, Holland Cross
1600 Scott Street, (Postal Locator 3105A)
Ottawa, Ontario K1A 0W9

Telephone: (613) 954-1955
Fax: (613) 954-1800
Visit our web site: www.mrc.gc.ca

We would like to thank all candidates who apply. Only those selected for an interview will be contacted.

Canada

CLASSIFIEDS

Shastri Indo-Canadian Institute

Vice-President India Office

L'INSTITUT INDO-CANADIEN SHASTRI
INDO-CANADIAN INSTITUTE

The Shastri Indo-Canadian Institute invites applications for the position of Vice- President (India Office), from Canadian academics who will be on sabbatical or administrative leave in 1999-2000.

The Institute is a consortium of twenty-one Canadian universities and the Canadian Museum of Civilization that offers a variety of programmes in India Studies, Canadian Studies, and Development Studies. The ideal candidate will be a senior academic with substantial administrative experience, a thorough familiarity with the Shastri Institute and its activities, and the capacity to deal effectively with civil servants, diplomats, and academics. The remuneration includes furnished accommodation in central New Delhi, the use of a car for official purposes, and a living, travel and research allowance. Since part of the remuneration is in the form of a research fellowship, the candidate should have a research proposal related to India. Applications should include the following materials:

- a cover letter explaining the candidate's suitability for the position
- a *curriculum vitae*.
- a format research proposal (application form available from the Programme Officer).
- a letter from the appropriate university authority stating that, if appointed, the candidate will be released from institutional duties between July 1,1999 and June 30, 2000.

Complete applications must be received at the following address by *October 30, 1998*.

The President, Shastri Indo-Canadian Institute
1402 Education Tower, 2500 University Drive, N.W.
Calgary AB, T2N 1N4

Phone: (403) 220-7467
Facsimile: (403) 289-0100
Email: sici@acs.ucalgary.ca.

Please note that applications sent by facsimile are not accepted.

CATALOGUING/ REFEFENCE LIBRARIAN

The University is now accepting applications for the position of Cataloguing/Reference Librarian. Reporting to the Head, Library Systems, this regular full-time position is responsible for the cataloguing and classification of library materials, as well as for the processing and mangement of library gift collections. You will also assist with public service through Reference desk shifts and library orientations. There will be some collection responsibilities along with other duties as assigned.

This is a continuing academic appointment requiring a professional degree or its equivalent from an accredited school of library and/or information studies or its equivalent. Experience working in a university library is preferred.

Salary range is dependent upon education and experience and is in the area of $39,000.

Please forward your curriculum vitae and names and addresses of three references (including telephone and fax numbers) by September 30, 1998 to: Dr. Deborah Poff, Vice-President Academic, University of Northern British Columbia, 3333 University Way, Prince George, BC V2N 4Z9. Fax: (250) 960-7300. Inquiries may be made to: Neil A. Campbell, University Librarian, phone (250) 960-6612, email: neil@unbc.ca, fax: (250) 960-6610.

UNBC
UNIVERSITY OF NORTHERN BRITISH COLUMBIA

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

McGill

Sir William MacDonald Chair

Applications are invited for the Sir William MacDonald Chair, tenable in the Faculty of Law, McGill University.

The Sir William Macdonald Chair was endowed in 1895 and is one of the six Chairs in Law at McGill University. Past incumbents have included Frederick Parker Walton, Robert Warden Lee, Francis R. Scott, Maxwell Cohen and John E. C. Brierley.

The Faculty of Law was established in 1848. Today, at its sesquicentennial, it offers a liberal education in both the civil law and the common law traditions. The Faculty has just announced a new undergraduate curriculum emphasizing the intellectual foundations of western private law traditions and highlighting the theoretical dimensions of both transnational and local legal vernaculars. It will then be the only Law Faculty teaching both the civil law and the common law, in both English and French, in an integrated programme leading to the award of both a Bachelor of Civil Laws (B.C.L.) And a Bachelor of Laws (LL.B.) degree.

Programmes of graduate study are offered within the Institute of Air and Space Law (established in 1951) and the Institute of Comparative Law (established in 1966) leading to the degrees of Master of Civil Law (M.C.L.), Master of Laws (LL.M.) and Doctor of Civil Law (D.C.L.). The Institutes are the *loci* of two research centres: the Centre of Air and Space Law and the Quebec Research Centre of Private and Comparative Law. Also affiliated with the Faculty are two multidisciplinary research centres: the McGill Centre for Medicine, Ethics and Law and the Centre for the Study of Regulated Industries.

The Faculty of Law has a permanent teaching staff of 36, plus term appointees, visitors and part-time lecturers. There are approximately 500 undergraduate and 185 resident graduate students, as well as several post-doctoral fellows. The undergraduate student body is drawn from across Canada, the United States and a number of other jurisdictions; more than 40 countries are reflected in the graduate student cohort.

In September 1998 the Faculty will inaugurate a new law library, almost doubling the physical size of its current library, opened in 1966. The new Nehum Gelber Law Library will be hard-wired with the latest information technologies, including computer laboratories and other contemporary media resources. The Library and significant new endowments for collections were funded entirely by graduates and friends of the Faculty. In addition, the Faculty has received a major grant from the John Dobson Foundation to promote the application of new information technologies in teaching.

The Faculty seeks applications from scholars of international reputation in the field of private and comparative law who will provide intellectual leadership in developing the Faculty's new undergraduate curriculum, and who will make a significant contribution to the research and publications programmes within the Institute of Comparative Law and the Centre for Private and Comparative Law.

The position is tenured and the Chair is fully endowed. Salary, conditions, benefits and appointment date are negotiable.

Applications and nominations (accompanied with a complete *curriculum vitae*) should be received before **October 15, 1998** and should be addressed to: **Professor Roderick A. Macdonald, Chair - Sir William Macdonald Chair Advisory Committee, c/o Faculty of Law, McGill University, 3644 Peel St., Montreal, Quebec, Canada H3A 1W9.** (Telephone: (613) 946-8980, FAX: (614) 398-3233; electronic mail: rod@falaw.lan.mcgill.ca).

Canadian Immigration regulations require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons.

curriculum, including computing courses and engineering design. The successful candidate will be expected to teach both undergraduate and graduate courses, supervise graduate students and maintain and further develop his or her research program. The candidate should possess a PhD degree and be eligible for registration as a Professional Engineer in Ontario. Application packages may be requested from Prof. Ed Jernigan, Chair, Department of Systems Design Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, or by email to vgrinev@uwaterloo.ca. The closing date for applications is October 31, 1998. In accordance with Canadian immigration requirements, this advertisement is directed initially to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, Native peoples, and persons with disabilities. This appointment is subject to the availability of funds, with a starting date on or after January 1, 1999.

UNIVERSITY OF MANITOBA — The Department of Electrical and Computer Engineering at the University of Manitoba invites applications for four full-time tenure-track positions at the Assistant Professor level or higher, with a starting date January 1, 1999. Rank and salary are commensurate with qualifications. Candidates should have PhD in Computer Engineering, Electrical Engineering or a related discipline, and be eligible for registration in the Association of Professional Engineers of Manitoba. The candidates should show evidence of strong research potential/ability and excellence in teaching. We are especially interested in candidates whose research areas are in: telecommunications; wireless communications; data networking and internetworking with an emphasis on software engineering; microelectronics and RF circuits and systems; and control systems. The successful candidates will be expected to teach both undergraduate and graduate courses, supervise graduate students, and maintain and develop his or her research program. The Department of Electrical and Computer Engineering is responsible for two fully accredited undergraduate programs in Electrical Engineering and Computer Engineering, with over 700 students in each program. The Department is very active in graduate teaching and research with 50 PhD candidates and 90 students pursuing the M.Sc. degree. The Department comprises of 27 academic staff, 14 support staff, and over 30 postdoctoral fellows, visiting scholars and adjunct professors. Additional information on the Department can be found on its web page http://www.ee.umanitoba.ca. The University of Manitoba encourages applications from qualified women and men including members of visible minorities, Aboriginal peoples, and persons with disabilities. Priority consideration will be given to Canadian citizens and permanent residents. Applications, including detailed curriculum vitae and the names of three referees, should be sent to Dr. R.W. Menzies, Head, Department of Electrical and Computer Engineering, The University of Manitoba, Winnipeg, Manitoba, Canada, R3T 5V6. Applications should be received by September 30, 1998, but will continue to be accepted after this date until the positions are filled.

QUEEN'S UNIVERSITY — Department of Chemical Engineering. Tenure Track Faculty Positions. Applications are invited for tenure-track positions at the Assistant and Associate Professor levels commencing January 1, 1999, subject to budgetary approval. Applicants must hold a PhD in Chemical Engineering or a related discipline and must hold, or be eligible to hold, professional engineering registration in Canada. The successful candidates will provide instruction in core chemical engineering courses, offer graduate courses in the area of research specialization, develop a strong research program which involves the supervision of graduate students and industrial interaction and contribute administrative service to the Department, Faculty of Applied Science and the University. To support established strengths at Queen's, research interests should be concentrated in the areas of: process control and applied statistics, environmental/biochemical engineering, reaction engineering, combustion, transport phenomena and engineering chemistry. The University offers a competitive teaching and research initiation grant. Additional information about the department and Queen's is available at http://www.queensu.ca. Applicants should send a detailed curriculum vitae, their private e-mail address, a statement of teaching and research interests, the names of three referees to: Dr. Ronald J. Neufeld, P.Eng., Chair, Appointments Committee, Department of Chemical Engineering, Queen's University, Kingston, ON, Canada, K7L 3N6; Tel: (613) 545-2765; Fax: (613) 545-6637; neufeld@chee.queensu.ca. Priority will be given to applications received before October 31, 1998. Applications will continue to be accepted until the positions are filled. Queen's University welcomes diversity in the workplace, is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. In accordance with Canadian employment and immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

Faculty of Social Work **University of Toronto**

Assistant Professor Position in Child and Family

The Faculty of Social Work is renewing its emphasis on child and family scholarship, research, and teaching for social work practice. Applications are invited for a tenure stream appointment at the Assistant Professor level, starting date to be negotiated.

Candidates should have:

- a doctorate in social work (ABD acceptable) or a field compatible with social work
- experience in direct social work practice with children, adolescents, and families
- a beginning record of research and scholarship in the area of child and family
- a clearly articulated program of research in child and family practice
- teaching experience in social work with the ability to teach a variety of courses in direct practice in the Masters Program
- ability to work collaboratively with a wide range of community and academic professionals
- potential to contribute to the doctoral program

Preference will be given to candidates who also have:

- expertise in one or more of the following areas: child development, family violence, family intervention and child, adolescent, and family services
- scholarly work and practice experience with marginalized populations
- graduate teaching experience

This position offers an opportunity to contribute to the Faculty's commitment to knowledge building for practice in the area of child and family. The Faculty of Social Work is committed to enhancing the diversity of its faculty complement and the inclusion of multiple perspectives on social work practice.

Applicants are invited to send by **October 15, 1998** a curriculum vitae, three letters of reference and a letter stating teaching, research, and professional expertise relevant to the position to **Dr. Wes Shera, Dean, Faculty of Social Work, University of Toronto, 246 Bloor Street West, Toronto, Ontario M5S 1A1.** Although nominations and applications will be accepted until the position is filled, those submitted early are best assured of receiving full consideration.

In accordance with its Employment Equity policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

INSTRUCTOR DEPARTMENT OF COMPUTER SCIENCE

The Department of Computer Science at the University of British Columbia invites applications for a tenure-track position of Instructor.

The successful applicant will have demonstrated the potential to teach a wide variety of computer science topics at all levels of the undergraduate curriculum, design new courses, coordinate curriculum development both within the department and with other academic units, and develop and deploy state-of-the-art teaching laboratories. A demonstrated commitment to teaching, as well as familiarity with current developments in the teaching of computer science, is essential. A PhD or equivalent in Computer Science is preferred.

The position may be assumed January 1, 1999, or July 1, 1999, depending on the availability of the candidate. Salary will be commensurate with rank and experience.

Applicants should submit their resume and the names of at least three references to:

Nick Pippenger, Chair, Recruiting Committee
Department of Computer Science
University of British Columbia
Vancouver, BC, Canada V6T 1Z4

Statements of interest and documentation of qualifications are welcome. Applications will be accepted until **October 1, 1998**. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. The position is subject to available funding.

Department of Civil Engineering, University of Toronto, Toronto, Ontario, Canada, M5S 1A4. The closing date for receipt of applications is October 30, 1998. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities.

LAKEHEAD UNIVERSITY — The Department of Electrical Engineering at Lakehead University invites applications for a number of probationary (tenure-track) positions, at the rank of Assistant Professor, from electrical engineers with earned PhD's specializing in one or more of the following areas: communication systems, communication networks or circuit design, computer engineering, control engineering, power electronics and digital electronics. Applicants with a proven record of scholarly contributions may also be considered for the rank of Associate Professor. For junior positions, a demonstrated potential for high quality research and teaching is required. Successful candidates are expected to carry out externally funded research, be dedicated to engineering education, work effectively with colleagues in the department and must be, or be qualified and prepared to become, licensed Professional Engineers in the Province of Ontario. If desired, term appointments may also be considered. Interested applicants should submit a curriculum vitae and the names, addresses and phone numbers of three referees to: Dr. H.T. Saliba, PEng., Dean, Faculty of Engineering, Lakehead University, 955 Oliver Road, Thunder Bay, Ontario P7B 5E1. In accordance with Canadian Immigration regulations, priority will be given to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, Aboriginal peoples and persons with disabilities.

THE UNIVERSITY OF WESTERN ONTARIO — The Department of Mechanical and Materials Engineering at The University of Western Ontario invites applications for an University of Western Ontario (UWO)-Integrated Manufacturing Technology Institute (IMTI) Research Chair appointment in: Laser Materials Processing. The successful candidate for the Laser Materials Processing position should have an in depth knowledge of laser physics and a proven research track record in the field of laser applications and interactions with advanced materials. Preference will be given to candidates with expertise in micromachining, cladding and in computer controlled consolidation of materials and in materials joining. This is a shared appointment with NRCs Integrated Manufacturing Technologies Institute (IMTI), located in the UWO Research and Development Park adjacent to the University of Western Ontario campus. The successful applicant must initiate and develop vigorous research activities in conjunction with IMTI researchers, collaborate with existing Faculty, attract external research funding, supervise graduate students, instruct in undergraduate and graduate courses, and participate in other educational and professional activities. Applicants must hold a PhD degree or equivalent, have a demonstrated ability to complement and expand the existing area of expertise. They should have a proven research record, excellent communication and teaching skills, and indicated ability to work closely with industry, be registered or eligible for registration as a professional engineer in Ontario. Past teaching or professional engineering experience is expected and will be an important consideration in the selection of the successful candidates. Mechanical and Materials Engineering at Western is one of the largest engineering departments at Western. The dynamic faculty is highly research oriented and enjoys excellent support from research granting agencies such as the Natural Sciences and Engineering Research Council and Provincial, Federal Centres of Excellence and surrounding industries. Many of our faculty have international reputations for research excellence in Fluid Mechanics, Heat Transfer, Manufacturing and Materials Engineering. Salary and rank will be commensurate with experience and proven record of excellence. This is a successive limited term appointment. Subject to satisfactory annual performance and budgetary considerations, these appointments provide the successful applicant with an initial period of employment of two years to be followed by successive blocks of three years on an ongoing basis. This position offers the possibility of long-term employment, the potential for promotion, eligibility for research leave and pension and other benefits. Applications will be accepted until October 30, 1998. The desired starting date would be January 1, 1999. Applications, including curriculum vitae, statement of research objectives and the names of three referees should be addressed to: Professor J.D. Tarasuk, Chair (cseres@eng-mtadmin.engga.uwo.ca), Department of Mechanical and Materials Engineering, Faculty of Engineering Science, The University of Western Ontario, London, Ontario, Canada, N6A 5B9; (519) 661-2136-Fax (519) 661-3020. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

THE UNIVERSITY OF WESTERN ONTARIO — Electrical/Computer/Software Engineering. As part of a major initiative at The University of Western Ontario, applications are invited for several probationary (tenure-track) positions at the Assistant/Associate Professor level in the Department of Electrical and Computer Engineering in connection with an expansion in the general area of Electrical and Computer Engineering and Software Engineering. The Department has strong research interests in Communications, Controls, Electromagnetics, Electrostatics, Power Systems and Robot Vision. In addition a new program in Software Engineering is under development in collaboration with the Department of Computer Science. The Department has been involved recently in the establishment of the Advanced Communication Engineering Research Centre in collaboration with Bell Canada and Bay Networks Inc. Candidates for these positions should have a PhD in electrical engineering, computer engineering, computer science, or related discipline together with an interest and ability to provide leadership and develop a vigorous research activity in one of the above areas. Responsibilities also include teaching at the undergraduate and graduate level, supervision of graduate students and normal administrative activities involved with such a position. Eligibility for registration as a Professional Engineer in Ontario is desirable. Processing of applications will begin in October, 1998 and continue until the positions are filled. A starting date of July 1, 1999 is envisaged but this is negotiable. Applications, including a curriculum vitae and the names and addresses of three referees, should be sent to: Department Chair, Department of Electrical and Computer Engineering, The University of Western Ontario, London, Ontario, Canada N6A 5B9. Positions are subject to budget approval. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

THE UNIVERSITY OF WESTERN ONTARIO — The Department of Civil and Environmental Engineering has established an international reputation in the areas of Wind, Geotechnical, and Environmental Engineering and has a growing strength in Infrastructure Renewal and Risk Assessment. Our success in attracting students and funding is based on dedication to teaching, research productivity, and the relevance of our research to industry. We are seeking an outstanding individual with these qualities to join our department effective July 1, 1999 at the assistant/associate professor level (tenure track). A self-starter with initiative, the successful applicant will be responsible for developing a vigorous research program. The successful candidate may be from any area of Civil and Environmental Engineering but will have a demonstrated ability to either enhance or complement the existing areas of expertise and make effective use of available facilities. Applicants should hold a PhD degree and have a proven research record, excellent communication and teaching skills, an indicated ability to work closely with industry, and be eligible for registration as a professional engineer in Ontario. Past teaching or professional engineering experience will be an important consideration in the selection of the successful candidate. The successful applicant is expected to have a background and willingness to make a significant contribution to the undergraduate and graduate programs, supervise graduate students, and participate in other educational and professional activities. If you share our commitment to excellence in teaching and research and are eager to pursue a rewarding academic career, please forward your curriculum vitae, a statement of how you would contribute and provide leadership, and the names of three referees to: Dr. R.K. Rowe, P.Eng., Chair, Department of Civil and Environmental Engineering, The University of Western Ontario, London, Ontario, Canada N6A 5B9; Fax: (519) 661-3779; Tel: (519) 661-2139. The committee will begin reviewing applications after November 1, 1998. Applications close December 31, 1998. Salary and rank will be commensurate with experience and research record. Preference may be given to an appointment at the assistant professor level. Positions are subject to budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

THE UNIVERSITY OF WESTERN ONTARIO — Chair, Department of Mechanical and Materials Engineering. The Faculty of Engineering Science at The University of Western Ontario invites applications and nominations for the position of Chair of the Department of Mechanical and Materials Engineering. This tenure appointment will be made at the rank of Professor effective July 1, 1999. We are seeking an energetic and dynamic leader for the department. The University of Western Ontario is located in London, Ontario which is situated a two hour drive from both Toronto and Detroit. London is rated as one of the best cities in which to live in Canada in terms of quality of life. The University of Western Ontario, with over 24,000 students, is one of the research intensive universities in Canada. The Department of Mechanical and Materials Engineering currently has 16 faculty members and an average enrolment of 70 students in each of the undergraduate years. In addition there are five support staff exclusively dedicated to the department with availability of supporting technical staff in several key areas. The undergraduate program has options in Mechanical Engineering, Manufacturing Engineering and Materials Engineering as well as a variety of concurrent degree combinations such as Computer Science, Business, Medicine, Law, Economics and Applied Mathematics. The department has a very active graduate program with areas of specialization in Thermo-fluids, Manufacturing, Materials and Solid Mechanics. Much of its research is in collaboration with other Engineering units. We enjoy a special relationship with NRCs Integrated Manufacturing Technologies Institute, located in London, in the areas of Materials and Manufacturing. The Chair of the department will be expected to provide leadership, which will aggressively expand the resources and continue to develop the program in quality and relevance. The preferred candidate will have demonstrated a commitment to excellence in undergraduate and graduate teaching, a strong research record and administrative experience. The position is subject to budget approval. In accordance with Canadian Immigration requirements, priority will be given to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities. Nominations and applications should be sent to Dr. R.M. Mathur, Dean, Faculty of Engineering Science, The University of Western Ontario, London, Ontario, Canada, N6A 5B9 by November 30, 1998.

ENGINEERING & COMPUTER SCIENCE

CONCORDIA UNIVERSITY — The Department of Computer Science invites applications for a tenure-track faculty position at the Assistant or Associate Professor rank commencing June 1, 1999, in the general area of Information Systems. The Department has a strong undergraduate option in information systems that admits more than 40 students every year. The established strengths of the faculty members in the general area include databases, human-computer interfaces, machine intelligence, real-time systems and networks. We are particularly interested in candidates whose expertise includes one or more of the following: information systems design, information systems security, human-computer interfaces, multimedia systems design, databases, and intranet/internet based information systems (including the processing and integration of knowledge from different sources, domains and non-text media). Applicants should have a PhD degree in computer science or a related field with a good and relevant publication record. A candidate at the assistant professor level is expected to have strong interest and ability to teach effectively at the Bachelors, Masters and PhD levels. At the associate professor level, demonstrated excellence in both research and teaching are required. Included in the responsibilities of the successful candidates are participation in the development of courses and laboratories, supervision of graduate students, and the pursuit of external research funding, industrial collaborations and technology transfer. The Department houses approximately 700 undergraduates and 200 graduate students. Its activities are supported by approximately 29 full time faculty and 15 staff members. The Department has established a research centre, CENPARMI (Centre for Pattern Recognition and Machine Intelligence) with a specialization in pattern recognition and related expert-systems research. The Department is also involved in two inter university research centres in mathematical computing and in VLSI architectures. Several

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SIMON FRASER UNIVERSITY

Faculty Positions in Business Administration

The Faculty of Business Administration at Simon Fraser University invites applications for tenure-track appointments in: *financial accounting, managerial accounting, marketing management/marketing strategy, management information systems, international business, and management of technology.*

A Ph.D. in hand or near completion is required. Rank: Assistant or Associate. Successful candidates will have strong research and teaching abilities with established research programs in one of the areas above and an interest in teaching at both the undergraduate and graduate levels. Start date: September, 1999 or at a mutually agreed upon time.

In accordance with Canadian Immigration requirements, this announcement is directed, in the first instance, to Canadian citizens and Permanent Residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. All positions are subject to budgetary approval.

Send curriculum vitae and the names of three referees to:

Dr. Lawrence T. Pinfield
Chair, Appointments Committee
Faculty of Business Administration
Simon Fraser University
8888 University Drive
Burnaby, British Columbia V5A 1S6
CANADA

The search will close on November 30, 1998 or when the positions are filled.

Queen's University at Kingston

Academic Otolaryngologist

The Department of Otolaryngology, Queen's University is seeking an academic Otolaryngologist to join our team. Fellowship training preferred. Individuals must be eligible for registration with the College of Physicians and Surgeons of Ontario. Applicants with interest in general otolaryngology and subspecialty interests are welcome to apply.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity program, welcomes diversity in the workplace and encourages applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians.

Deadline for applications is *October 31, 1998.* Nominations and applications, including curriculum vitae and three references, should be directed to:

Dr. A.K.W. Tan
Acting Head, Department of Otolaryngology
Queen's University, Murray Building, Hotel Dieu Hospital
144 Brock St., Kingston, Ontario
Canada, K7L 5G2

Telephone: 613-549-1543
Fax: 613-547-5654

Department of Economics **University of Toronto**

Assistant or Associate Professor Tenure Stream Appointments

Tenure-Stream Appointments, one on the St. George campus and one on the Erindale campus, subject to budgetary approval. Field preference is Applied Economics or Economic Theory.

Ph.D. Degree or equivalent, with solid training in applied econometrics and economic theory, as well as in the field of specialization, is required as of July 1, 1999 or soon thereafter. Appointments effective July 1, 1999; salary commensurate with qualifications.

Interested candidates should write by **November 30, 1998**, providing a curriculum vitae and the names of three referees to:

Professor M. Fuss, Chair
Recruiting Committee
Department of Economics
150 St. George Street
University of Toronto
Toronto, Ontario M5S 3G7
CANADA

In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

Academic Vice President

ST. FRANCIS XAVIER UNIVERSITY
ANTIGONISH, NOVA SCOTIA, CANADA

St. Francis Xavier University

St. Francis Xavier University is committed to excellence in undergraduate education and offers its students and faculty one of the most advanced technological environments for teaching and learning available at any higher education institution. The university is situated in Eastern Nova Scotia in a community noted for the beauty of its surroundings, the excellence of its cultural and recreational facilities, and the friendliness of its people. There are 3,500 full-time and 1,000 part-time students at StFX, many of whom live on campus, and there are 200 members of faculty. The two Faculties of Arts and of Science encompass strong undergraduate programmes in the humanities and fine arts, the social and physical sciences, and professional fields, in addition to selected graduate offerings. StFX emphasizes both teaching and research and places a premium on quality and innovation in both. The university has a tradition and a renewed commitment to social justice and service to the community. StFX is rapidly increasing its international links through the Coady International Institute and its academic departments. For more information, you may visit us on the Web at www.stfx.ca.

On the retirement of the incumbent, StFX is seeking an Academic Vice President to provide imaginative leadership in a period of rapid change as the university seeks to enhance its position as a premier undergraduate academic institution. Applicants should have strong teaching and research credentials, a proven record as a leader and administrator, and, ideally, will have experience representing her or his institution externally. The successful candidate will be someone who seeks and can identify opportunities, is an initiator of change, and has strong strategic management abilities. The person will also be comfortable in working with a diverse faculty and student body in a university that is justly proud of its collegiality.

LANDMARK Consulting Group

A division of The Enns Partners Inc.

70 University Ave.
P.O. Box 14
Toronto CANADA
M5J 2M4
Fax: 416-598-4328

The normal term of appointment is six years and is renewable. The appointment will take effect on July 1, 1999.

Consideration of applications and nominations will begin on October 1, 1998. An application accompanied by a curriculum vitae and the names of three referees may be sent to Mr. Jim Lundy, at the address shown at left.

This advertisement is directed to Canadian citizens and permanent residents of Canada. St. Francis Xavier University is an equal opportunity employer.

members participate in the Network of Centres of Excellence (for example, CITR and IRIS). To promote the development of new faculty members, the university has the FRDP program to provide seed grants for research in the beginning years. There are excellent opportunities of external funding from both government research agencies (NSERC and FCAR) and industries. Concordia University is located in Montreal, a dynamic and vibrant city which has an exciting cultural diversity. Montreal has a flourishing software industry with particular strengths in telecommunications, simulation, multimedia and aerospace. Although the primary language of instruction is English, proficiency in French will be considered an asset. Interested applicants should arrange to send a detailed curriculum vitae, a list of publications, and at least three references to: Dr. H.F. Li, Chair, Department of Computer Science, Concordia University, 1455 de Maisonneuve West, Montreal, Quebec H3G 1M8 Canada; Phone:(514)848-3001; Fax:(514)848-2830; Email:hfli@cs.concordia.ca Website: www.cs.concordia.ca. In accordance with the Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons

CONCORDIA UNIVERSITY — The Department of Computer Science invites applications for two tenure-track faculty positions at the Assistant or Associate Professor rank commencing June 1, 1999. In the area of Software Engineering Our new undergraduate software engineering program covers the specification, design, implementation and maintenance of large-scale software, as well as management issues concerned with the production of such software. There are several faculty members in the department working in the area of software specification, design and reuse, and user interfaces We are especially interested in candidates with expertise in one or more areas of software engineering such as: software architecture, software requirements engineering, software quality assurance, software reuse, reverse engineering, software project management, distributed software development (including component integration and systems design from scratch), and user-interface design. Applicants should have a Ph.D. degree in computer science or a related field with a good publication record in the area of software engineering. A candidate at the assistant professor level is expected to have strong interest and ability to teach effectively at the Bachelors, Masters and PhD levels. At the associate professor level, demonstrated excellence in both research and teaching are required Included in the responsibilities of the successful candidates are participation in the development of courses and laboratories, supervision of graduate students, and the pursuit of external research funding, industrial collaborations and technology transfer. The Department houses approximately 700 undergraduates and 200 graduate students. Its activities are supported by approximately 29 full-time faculty and 15 staff members. The Department has established a research centre, CENPARMI (Centre for Pattern Recognition and Machine Intelligence) with a specialization in pattern recognition and related expert-systems research. The Department is also involved in two inter-university research centres in mathematical computing and in VLSI architectures. Several members participate in the Network of Centres of Excellence (for example, CITR and IRIS). To promote the development of new faculty members, the university has the FRDP program to provide seed grants for research in the beginning years. There are excellent opportunities of external funding from both government research agencies (NSERC and FCAR) and industries. Concordia University is located in Montreal, a dynamic and vibrant city which has an exciting cultural diversity. Montreal has a flourishing software industry with particular strengths in telecommunications, simulation, multimedia, and aerospace. Although the primary language of instruction is English, proficiency in French will be considered an asset. Interested applicants should arrange to send a detailed curriculum vitae, a list of publications, and at least three references to: Dr. H.F. Li, Chair, Department of Computer Science, Concordia University, 1455 de Maisonneuve West, Montreal, Quebec H3G 1M8 Canada; Phone:(514)848-3001; Fax:(514)848-2830 Email:hfli@cs.concordia.ca; Website:www.cs.concordia.ca In accordance with the Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

TECHBC IS BRITISH COLUMBIA'S NEWEST PUBLIC UNIVERSITY. SCHEDULED TO OFFER FULL PROGRAMS IN THE FALL OF 1999, WE WILL UTILIZE BOTH PHYSICAL AND VIRTUAL CAMPUSES TO DEVELOP THE LEADERS AND INNOVATORS OF THE 21ST CENTURY. TO ENSURE OUR SUCCESS, WE NEED PEOPLE WHO EMBRACE CONSTANTLY EVOLVING TECHNOLOGIES: ENTREPRENEURIAL PROFESSIONALS WITH THE CREATIVITY NEEDED TO HELP DESIGN THE NEXT STEP IN EDUCATIONAL EXCELLENCE.

Working with
IMAGINATION

MULTIMEDIA FACULTY

The School of Multimedia Studies at TechBC is committed to the education of imaginative and productive arts and design professionals in an electronic environment. Programs will be offered in a unique interdisciplinary context with the parallel Schools of Management and Technology and Information Technology. This first faculty team will have an opportunity to develop innovative programming and course delivery models at the undergraduate and graduate levels. Faculty will have the opportunity to design and deliver courses and course modules in the most effective online and onsite formats. Areas of expertise should include Graphic and Communication Design, Animation, Digital Video and Sound, and/or the Development of Interactive Media.

Candidates must have a PhD, MFA or equivalent education in creative and/or design arts/production, with at least two years of university level teaching experience. You must possess a strong background in both art and technology, and be able to teach a range of multimedia design and digital video interactive classes.

More detailed information is available at: **www.tu.bc.ca**

Forward your resume to:

Human Resources
Technical University of British Columbia
10334 152A St.
Surrey, BC V3R 7P8
Fax: (604) 586-5250
E-mail: personnel@tu.bc.ca

The Technical University of British Columbia is committed to the principle of equity in employment and welcomes applications from all qualified individuals

TechBC

ENGLISH

UNIVERSITY OF BRITISH COLUMBIA — The Department of English at the University of British Columbia seeks to fill a position in Language and/or Rhetoric, with strong emphasis on the theory and practice of Writing, at the level of Assistant Professor beginning 1 July 1999. The successful candidate will have active research and teaching experience with academic writing at all levels of the curriculum and knowledge of interactive technologies and their applications to pedagogy and research in Writing. Experience with interdisciplinary and cross-cultural teaching and research is also an asset. The successful candidate will be expected to have the intellectual breadth and flexibility that the Department increasingly needs as it moves in new directions. The requirements are a completed PhD, a commitment to scholarship reflected in publications and work-in-progress, and teaching experience at the post-secondary level. This position is subject to funding, and salary will be commensurate with qualifications and experience. With their letter of application, applicants should send a current c.v. and a writing sample, and arrange for three letters of reference to be forwarded to Dr. Sherrill Grace, Head, Department of English, University of British Columbia, 397-1873 East Mall, Vancouver, BC V6T 1Z1. Complete applications must be received by 15 November 1998. The UBC English Department includes 60 tenure-stream members, 24 full-time sessional lecturers, and 40 teaching assistants. The Department offers a strong Honours programme with over 100 students; its Major attracts about 500 annually. Junior faculty regularly teach in the Graduate Programme, which currently has 74 MA and 80 PhD students. New faculty are given some course release in their first two years, as well as a small start-up research grant. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

MCMASTER UNIVERSITY — The Department of English of McMaster University invites applications for a tenure-track appointment, at the level of Assistant Professor, in Medieval and/or Early Modern Literature. Duties will include teaching and supervision in English programs that include approximately 300 honours undergraduate students and 50 graduate students. The successful candidate will have a PhD and demonstrated excellence in teaching and research. Applications from persons who have a substantial background in both areas of the discipline or who have expertise in critical theory and/or cultural studies are particularly welcome. Interest in technology-based learning, participation in interdisciplinary courses, or supervision in other departments and programs will be an asset. The minimum salary for an Assistant professor is $41,961 as of July 1, 1998. The starting date for the appointment is July 1, 1999. Applications, including curriculum vitae, transcripts, a writing sample (25 pages maximum) and letters sent by three academic referees should be addressed to Dr. Brian John, Interim Chair, Department of English, McMaster University, CNH 321, 1280 Main Street West, Hamilton, Ontario L8S 4L9. Applications received by November 15, 1998 will be assured of consideration. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women.

QUEEN'S UNIVERSITY — The Department of English at Queen's University invites applications for a renewable (tenure-track) appointment at the Assistant Professor level from July 1, 1999, in the field of Canadian literature. The successful candidate should also have an interest in the study of Canadian English with a view to an association with the Department's Strathy Language Unit. Qualifications include a completed PhD, a promising research record, and evidence of teaching ability. An interest in administration would be an asset. Salary will be commensurate with experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity programme and encourages applications from all qualified candidates, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Applications received after 30 October 1998 may not be considered. Applicants should send a curriculum vitae and arrange for three letters of reference (or a dossier from a university placement office) to be sent to Dr. Edward Lobb, Acting Head, Department of English, Queen's University, Kingston, ON, K7L 3N6.

QUEEN'S UNIVERSITY — The Department of English at Queen's University invites applications for a renewable (tenure-track) appointment at the Assistant Professor level from July 1, 1999, in the field of Restoration and 18th-century literature. Ability to work in the Romantic period as well would be an asset. Qualifications include a completed PhD, a promising research record, and evidence of teaching ability. Salary will be commensurate with experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity programme and encourages applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Applications received after 30 October 1998 may not be considered. Applicants should send a curriculum vitae and arrange for three letters of reference (or a dossier from a university placement office) to be sent to Dr. Edward Lobb, Acting Head, Department of English, Queen's University, Kingston, ON. K7L 3N6.

UNIVERSITY OF WATERLOO — Dept. of English. Applications are invited for a tenure-track position at the assistant professor level in Writing and Rhetoric. We are interested in candidates with expertise in one or more of the following

The UNIVERSITY of WESTERN ONTARIO

Dean of Medicine & Dentistry

Applications and nominations are invited for the position of Dean, Faculty of Medicine and Dentistry, The University of Western Ontario. The appointment, to be effective 1 July 1999, is for a period of five years, renewable. Candidates should have an established reputation as an academic researcher and teacher and should have the necessary administrative, interpersonal, and communication skills to provide dedicated and dynamic leadership for the Faculty's academic programs and to capitalize on its research strengths. This position offers a unique opportunity to build upon strong foundations within an environment that is receptive to change and innovation in health care and research.

The University of Western Ontario has a total enrolment of nearly 22,000 full-time equivalent students in graduate, undergraduate and professional programs. The Faculty of Medicine and Dentistry has approximately 400 full-time faculty members in 22 basic science and clinical departments. The School of Dentistry has a faculty complement of 26, with 190 undergraduate students and a graduate program in Orthodontics. Nearly 400 full-time undergraduate students are registered in the M.D. program, under a newly established patient-centered curriculum, and over 200 are pursuing departmentalized undergraduate degrees; over 300 graduate students are engaged in Masters and PhD programs. The basic science departments also offer undergraduate degree programs through the Faculty of Science.

The Faculty of Medicine and Dentistry is a key component of an Academic Health Science Centre, comprising two teaching hospitals and a number of research institutes, including the Robarts, Lawson, and Siebens-Drake Institutes. The Faculty's educational and research activities are fully integrated with these partners. Within the University, the newly-consolidated Faculty of Medicine & Dentistry provides an interdisciplinary and collaborative approach to programs in the health sciences, in partnership with Western's recently-established Faculty of Health Sciences (Schools of Kinesiology, Nursing, Communication Sciences and Disorders, Occupational Therapy, and Physical Therapy.

The Selection Committee will begin its consideration of candidates on **October 1, 1998**. Nominations and applications should be submitted to:

Dr. Greg Moran, Provost and Vice- President (Academic)
Room 107, Stevenson-Lawson Building
The University of Western Ontario
London, Ontario, N6A 5B8

Telephone (519) 661-3110
Fax (519) 661-3139

Applications should include a curriculum vitae and the names of at least three referees.

The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals, including women, members of visible minorities, aboriginal persons, and persons with disabilities. Positions are subject to budget approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

An unwavering commitment to excellence in research, teaching and service.

Dean
Faculty of General Studies

We are seeking a dean committed to interdisciplinarity, to students, to colleagueship and to scholarship. The ideal candidate has a strong academic reputation, administrative experience, and is sensitive to emerging pedagogical issues and to issues of gender and cultural diversity. She or he will facilitate and adapt to change, advocating for the Faculty in the university and the wider community.

The Faculty of General Studies is an innovative, interdisciplinary faculty offering undergraduate and graduate degrees in nine interdisciplinary majors, along with minors, non-major degrees and joint degrees with other faculties. Approximately 450 students are registered as majors in General Studies programmes, 370 in non-major degrees, and 45 in graduate degrees. The Faculty is also home to some 12,000 first and second year students who have not yet declared a major.

The University is engaged in a bold, collegial process of strategic transformation to advance the University's distinctiveness and to match the vibrancy and dynamism of Calgary. Situated in the foothills of the Rockies, Calgary has a highly educated population of 750,000, a thriving cultural life, and abundant recreational opportunities.

The appointment term will be for five years commencing July 1, 1999. Closing date for applications is October 19, 1998. All replies will be held in complete confidence.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity. Nominations or letters of application, together with a detailed curriculum vitae and confidential letters from three referees should be sent to:

Dr. R. Bond
Vice-President (Academic)
University of Calgary
2500 University Drive NW
Calgary, Alberta T2N 1N4

UNIVERSITY OF CALGARY

www.ucalgary.ca

ANNONCES CLASSÉES

areas: Composition, Discourse Analysis, Document Design, Graphic Communication, Professional Writing, the history and theory of Rhetoric, Web Design and related areas of online technology. Applications are especially encouraged from candidates with secondary strengths in Literature. A PhD and demonstrated strength in teaching and research are required. Corporate or other professional experience in related areas would be an asset. Duties will include teaching undergraduate and graduate courses. The Department offers distinctive undergraduate and graduate programs (MA and PhD) in Literature, Language, Rhetoric, and Professional Writing. Salary negotiable. Appointment effective 1 July 1999. Send resumes, transcripts, writing samples, and letters of reference no later than 1 January 1999 to Dr. Murray McArthur, Chair, Department of English, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native persons, and persons with disabilities. This appointment is subject to the availability of funds.

UNIVERSITY OF WATERLOO — English. Applications are invited for a tenure-track position in the Department of English at an Assistant or Associate Professor level in American literature. We are primarily interested in candidates with expertise in American prose in any area or combination of areas. Applications are especially encouraged from candidates with secondary strengths in areas of Rhetoric and Professional Writing. A PhD and demonstrated strengths in teaching and research are required. Duties will include teaching undergraduate and graduate courses. The department offers distinctive undergraduate and graduate programs (M.A. and PhD) in Literature, Language, Rhetoric, and Professional Writing. Salary negotiable. Appointment effective 1 July 1999. Send resumes, transcripts, writing samples, and letters of reference no later than 1 February 1999 to Dr. Murray McArthur, Chair, Department of English, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

UNIVERSITY OF NEW BRUNSWICK — The Department of English at The University of New Brunswick on Fredericton invites applications for a probationary tenure-track position in Canadian Literature at the rank of Assistant Professor, effective 1 July 1999 and subject to final budgetary approval. In addition to teaching in the introductory programme, the successful candidate will be required to teach Canadian Literature courses at both the advanced and graduate levels and to supervise graduate work in the field. Candidates must hold the PhD in any area of Canadian literature and must be able to demonstrate a strong commitment to research and teaching. Secondary qualifications in one or more of the following areas are desirable, but not necessary: Renaissance non-dramatic, 19th Century American, 18th Century British, Drama Production, and Creative Writing. Interested individuals should ask three referees to send letters and should themselves forward a curriculum vitae, a transcript of academic record, and a detailed letter of application to: Dr. Roger Ploude, Chair, Department of English, The University of New Brunswick, P.O. Box 4400, Fredericton, N.B., Canada, E3B 5A3. The deadline for applications is 13 November 1998. In accordance with Canadian immigration requirements, this announcement is directed to Canadian citizens and permanent residents of Canada only. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF VICTORIA — The Department of English, University of Victoria, invites applications for a tenure-track position in the field of Postcolonial literature and theory, beginning 1 July 1999. Candidates should hold or be close to completing a PhD; candidates should also be prepared to provide evidence of scholarly and teaching excellence or potential. The appointment will be made at the rank of Assistant Professor. Letters of application, CV's including all university transcripts, writing sample, and letters from three referees should be sent by 15 October 1998, to Professor Michael Best, Chair, Department of English, University of Victoria, P.O. Box 3070, Victoria, B.C., Canada V8W 3W1. This position is subject to funding. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and the appointment made. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples.

ENVIRONMENTAL STUDIES

UNIVERSITY OF WATERLOO — The Faculty of Environmental Studies at the University of Waterloo invites applications for a tenure-track Assistant Professor in Geographic Information Systems. Candidates should have a strong background in the theory and applications of geographic information systems (GIS), the use of ARC/INFO, and be able to contribute broadly to the area of geomatics. Through an appropriate record of research or industrial experience, the candidate will demonstrate ability to design, develop, and interpret into policy considerations GIS applications in one or more of: resource management, parks and protected areas management, decision support, and land use analysis and planning. The candidate is expected to be a strong contributor to teaching and research activities at both the graduate and undergraduate levels. The Faculty of Environmental Studies consists of the School of Architecture, the Department of Environment and Resource Studies, the Department of Geography, and the School of Planning. In addition it has the Mapping, Analysis and Design technical unit that provides computing facilities and professional staff to support teaching and research in GIS, remote sensing, computer-aided design, modelling and simulation. The successful candidate will be joint appointed in the Department of Geography and the School of Planning. For additional information about the Faculty see: http://www.fes.uwaterloo.ca/. Applicants should have a PhD or equivalent extensive experience. The appointment will be effective 1 September 1999. Applications must include a letter of application stating career objectives, assessment of experience and achievements, approach to learning and teaching, and research goals and potential. Applicants must include with the letter of application a current curriculum vitae and names (with contact information) of four possible referees. The first stage in the review of applicants will be based on the letter of applications and the CV. References will be contacted for those being considered in the second stage of the review. Complete applications are due by 1 November 1998. Applications should be sent to: Chair, Faculty Search Committee, Office of the Dean, Faculty of Environmental Studies, University of Waterloo, Waterloo, ON N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, Native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

EPIDEMIOLOGY & BIOSTATISTICS

THE UNIVERSITY OF WESTERN ONTARIO — Department of Epidemiology & Biostatistics. We are seeking an Assistant Professor to fill a tenure-track position in a well- established Department of Epidemiology and Biostatistics. The Department offers a range of educational programs, including an M.Sc. and PhD degree, is actively involved in an innovative, patient-centred curriculum for medical students, and now wished to expand in the area of Health Economics. At the Assistant Level, serious consideration will be given to applicants with a PhD, or equivalent qualification, who are expected to establish themselves as good teachers and recognized scholars in the field of Economic Evaluation of Health Care. Candidates at the Associate level must be scholars of national reputation and good teachers. Duties include graduate teaching, supervision, research output, collaboration with clinical researchers, and some administrative duties. A cross-appointment in the Department of Medicine will be negotiable. Fully competitive salary. This position offers an excellent opportunity to help develop an area identified as a priority by the Department and the Faculty of Medicine. Interested candidates should send a curriculum vitae and the names and addresses of three referees to: Dr. Allan Donner, Chair, Department of Epidemiology and Biostatistics, The University of Western Ontario, London, ON, Canada N6A 5C1; Telephone: (519) 661-2162; Fax: (519) 661-3766; email: donner@biostats.uwo.ca. The preferred date for receipt of applications is September 30, 1998. However the position will remain open until an appropriate candidate has been identified. Positions are subject to budget approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

ÉTUDES FRANÇAISES

UNIVERSITÉ CONCORDIA — Le Departement d'études françaises sollicite des candidatures à un poste de professeure ou de professeur de traduction menant à la permanence. Les qualifications recherchées comprennent un doctorat, une expérience pertinente de l'enseignement, des recherches et des publications, une aptitude au travail d'équipe et une connaissance du milieu professionnel. Le Departement recherche particulièrement des candidat(e)s spécialistes de la théorie et de l'histoire de la traduction. Les candidat(e)s retenu(e)s auront la tâche d'enseigner des cours dans les programmes de traduction de 1er et 2e cycles, d'effectuer des travaux de recherche individuels ou en équipe, d'encadrer les étudiant(e)s, et de participer à l'administration des programmes. Le rang et le salaire seront déterminés conformément à la convention collective. Les personnes intéressées doivent faire parvenir leur curriculum vitae et trois lettres de recommandation à Madame Lucie Lequin, Directrice du Department d'études françaises, Université Concordia, 1455, boulevard de Maisonneuve Ouest, Montréal (Québec) H3G 1M8. La date d'entrée en fonction est le 15 juillet 1999. La date de clôture des candidatures est fixée au 1er novembre 1998. Ce poste est soumis aux décisions budgétaires. Conformément aux exigences canadiennes en matière d'immigration, la priorité sera accordée aux citoyens canadiens et aux résidents permanents du Canada. L'Université souscrit au principe de l'équité en matière d'emploi et encourage les candidatures provenant des femmes, des autochtones, des minorités visibles et des personnes handicapées.

FAMILY RELATIONS & APPLIED NUTRITION

UNIVERSITY OF GUELPH — The Department of Family Relations and Applied Nutrition invites applications for a tenure track Assistant or Associate Professor position in family relations and human development. Applicants should hold a PhD or equivalent in family sciences or a single social science discipline with some aspect of family as a specialization. The candidate must have a strong background in the use of quantitative techniques, and show an interest in collaborating with other faculty on a variety of interdisciplinary research projects. Candidates should have research interests in the later parts of the lifespan with specific expertise in one or more of the following areas: aging and adult development; family relations (e.g. work/family, gender, ethnicity, diversity); or health promotion and family well-being. Responsibilities include teaching at the undergraduate and graduate level, participation in strong MSc and PhD programs in both Family Relations and Human Development (with MSc specialization in Marriage and Family Therapy) and Applied Human Nutrition, and establishment of a vigorous research program. Appointment as of January 1, 1999 or as negotiated. Applications should include curriculum vitae and names of three referees and should be submitted no later than October 1, 1998 to Dr. D. Woolcott, Chair, Department of Family Relations and Applied Nutrition, University of Guelph, Guelph, Ontario N1G 2W1 (Tel: 519-824-4120, Ext. 6321; FAX: 519-766-0691. More information about the Department can be found at website: www.uoguelph.ca/FAMILY/firstpag.html. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. This appointment is subject to final budgetary approval.

FINANCE

CONCORDIA UNIVERSITY — The Department of Finance is seeking, (subject to budgetary approval,) qualified applicants for tenure-track and visiting positions starting June 1, 1999. Appointments will be made up to the rank of Professor based upon qualifications and experience. Qualifications are a PhD, a strong orientation to academic research and evidence of excellent teaching. For ranks above Assistant, applicants should have a strong research record and relevant experience. The primary areas of interest are Financial Markets, International Finance, Corporate Finance, Investments, and Derivative Securities. Other areas will also be considered. Successful candidate(s) will be expected to teach graduate and undergraduate courses in their area(s) of specialization. Applicants should send their curriculum vitae, a statement of research interests, and arrange for three letters of reference to be sent to: Professor Lawrence Kryzanowski, Chair, Department of Finance, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, Canada H3G 1M8. Concordia University is committed to employment equity and welcomes applications from qualified women and men. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Appointment is subject to final budgetary approval.

UNIVERSITY OF GUELPH — The Department of Family Relations and Applied Nutrition invites applications for a tenure track assistant professor position in family relations and human development. Applicants should hold a PhD or equivalent in family sciences, marriage and family therapy, or related field. The successful candidate will hold or be eligible for clinical membership and approved supervisor status in the American Association for Marriage and Family Therapy. Responsibilities include teaching at the undergraduate and graduate level, teaching and supervising Marriage and Family Therapy clinical training, participating in strong MSc and PhD programs in Family Relations and Human Development (with MSc specialization in MFT), and establishing a vigorous research program. Appointment will be as of January 1, 1999 or as negotiated. Applications should include curriculum vitae and names of three referees and should be submitted no later than October 1, 1998 to Dr. Donna Woolcott, Chair, Department of Family Relations and Applied Nutrition, University of Guelph, Guelph, Ontario N1G 2W1 (Tel: 519-824-4120, Ext. 6321; FAX: 519-766-0691. More information about the Department can be found at website: www.uoguelph.ca/FAMILY/firstpag.html. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. This appointment is subject to final budgetary approval.

Make bedtime story time.

ABC CANADA

THE FOUNDATION TO PROMOTE LITERACY IN CANADA

RESEARCHER - BUILDER - LEADER

For founding director of the Saskatchewan Population Health and Evaluation Research Unit (SPHERU)

This is a significant career-advancement opportunity for a multitalented researcher to build, lead, and shape the future of a new health research centre of excellence in Saskatchewan, the heartland of health innovation. SPHERU will be a two-university, nine-faculty centre, and is jointly funded by the Health Services Utilization and Research Commission (HSURC), the Government of Saskatchewan, and the Medical Research Council of Canada (MRC).

The director's academic appointment will be at either the University of Saskatchewan or the University of Regina, or both, at the rank of full or associate professor. Initially the appointment will be for a five-year term, renewable; there may be later opportunities for a tenured position. The director should be capable of qualifying for a national research scholar or scientist award within a year of appointment.

The ideal candidate will have a strong research record, the ability to select and guide high quality colleagues from a variety of disciplines, and the skills to establish relationships with key academic, health and health-care constituencies. The goal is to develop a culture of "engaged research" that will influence population health policy and practice.

A full description of SPHERU and the director's position is available on the HSURC website at www. sdh.sk.ca/hsurc/ or by contacting:

Jane Bold, HSURC
Box 46, 103 Hospital Drive
Saskatoon SK S7N 0W8
ph: 306-655-1502; fx: 306-655-1462
e-mail:boldj@sdh.sk.ca

Apply to the above address, including your CV and three references. Closing date is ***October 30, 1998*** but may be extended at the discretion of the SPHERU Board of Directors.

Both universities are committed to employment equity. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF BRITISH COLUMBIA & ST. PAUL'S HOSPITAL

Department of Medicine
Infectious Disease Specialist

St. Paul's Hospital and the University of British Columbia invite applications for a grant-tenure track position for a clinician-scientist in basic science aspects of HIV disease. The position involves laboratory-based research with approximately 30% time commitment to clinical, teaching and administrative responsibilities. Candidates must be trained in infectious disease (FRCPC). The primary academic appointment will be in the Division of Infectious Diseases, Department of Medicine, University of British Columbia based at St. Paul's Hospital.

St. Paul's Hospital is the site of the British Columbia Centre for Excellence in HIV/AIDS and also the headquarters for the Canadian HIV Trials Network (CTN). The AIDS Research Program includes clinical trials, epidemiology, basis science, pharmacoeconomics, and health outcome research. The clinical program includes an 18-bed AIDS unit.

The anticipated start date is January 1, 1999.

Salary and rank will be commensurate with qualifications and experience. Please submit a letter of application, a CV, a statement of areas of interest, expertise, and strengths and the names of three referees no later than **August 30, 1998** to:

Deborah Hamann-Trou
Division of Infectious Diseases and
the AIDS Research Program
St. Paul's Hospital/University of British Columbia
667-1081 Burrard Street
Vancouver, B.C. V6Y 1Y6

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

UBC and St. Paul's Hospital hire on the basis of merit and are committed to employment equity. We encourage all qualified persons to apply.

Memorial
University of Newfoundland

President

Applications and naminations are invited for the position of President of Memorial University of Newfoundland with the appointment to be effective September 1, 1999. The initial term is normally for five years and may be renewed by mutual agreement.

The President is the key academic and administrative leader of the University, a member of the Board of Regents and chair of the Senate, with general responsibility for the operations of the University, including its academic programs and financial affairs. The President has such other powers and duties as are assigned under the University Act by the Board.

Memorial University of Newfoundland is a publicly-funded University, with many teaching and research programs of internatianal distinctian. It offers a full range of curricula, bath academic and professianal, with students registered in faculties af arts, science, education, medicine, engineering and applied science, and business administratian, and with schools of music, physical education and athletics, nursing, pharmacy, social work, graduate studies, fine arts, and continuing education, and a fisheries and marine institute.

Memorial has two campuses in Newfoundland (St. Jahn's and Sir Wilfred Grenfell College at Corner Broak), and facilities in Harlow and St. Pierre and Miquelon. It is the largest University in Atlantic Canada with approximately 16,000 full– and part–time students, both undergraduate and graduate, supported by a faculty of nearly 1,000 and non-academic staff of more than 2,000 individuals. The University has a total annual expenditure of approximately $220 million.

Applications should be accampanied by a detailed curriculum vitae and the names of at least three referees. Letters af nomination should include biographical details of the nominee. Applications and nominations should be submitted to Mr. Jim Lundy at the address shown at left and will be considered beginning October 15, 1998.

Memorial University of Newfoundland is committed to Employment Equity. Members of designated groups (women, abariginal people, people with disabilities and visible minorities) are encauraged to identify themselves in their applications as members af these designated groups. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

LANDMARK Consulting Group

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CLASSIFIEDS

ful candidates will be responsible for teaching courses at the Undergraduate, MBA, MSc, and/or PhD levels. Teaching in the Executive MBA and Airline MBA Programs is also encouraged. Expertise in the area of aviation management or pharmaceutical management would be an asset. Salaries are competitive and will be commensurate with qualifications and experience. Applicants will be expected to teach up to two courses per term and to be active in research. The Faculty of Commerce and Administration is accredited by AACSB. Applications should be submitted by December 1, 1998. Send applications, including a curriculum vitae, a statement of teaching and research interests, teaching evaluations, recent papers and three reference letters to: Dr. Lorne N. Switzer, Acting Chair, Department of Finance, Faculty of Commerce and Administration, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec H3G 1M8 Canada; Tel.:(514)848-2960; FAX:(514)848-4500; E-Mail: swtz@vax2.concordia.ca. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

FORESTRY

UNIVERSITY OF TORONTO — Faculty of Forestry, Silviculture. Applications are invited for the position of Assistant Professor of Silviculture in the Faculty of Forestry, University of Toronto, commencing on July 1st, 1999 or as soon as possible thereafter. This is a tenure-stream position. The Faculty of Forestry is a graduate faculty which offers three programmes. The M.Sc.F. and PhD are research degrees which involve graduate courses and thesis research closely linked to research interests of individual faculty members. The M.F.C. (Master of Forest Conservation) is a 16-month degree programme, with strong emphasis on field and practical work, summer internships and intensive residential field camps in Canada and abroad. The successful candidate will be expected to participate actively in teaching and supervision in each programme. Members of the Faculty also normally participate in some undergraduate teaching in other divisions of the University. The University of Toronto is a research-intensive university. A PhD and excellent research potential are essential qualifications. The successful candidate must show personal commitment to research, and support of a vigorous group of graduate research students. The position is intended for applicants with primary interests and experience in silviculture. Applications will be welcomed from candidates with a range of subsidiary interests, including, but not limited to: forest ecology, growth and yield, wildlife habitat conservation, and sustainable forest management and certification. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from all qualified women and men, members of minorities, aboriginal peoples and persons with disabilities. Enquiries about the Faculty of Forestry and these positions are welcomed. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents, but all applicants will be considered. Letters of application accompanied by a detailed curriculum vitae and the names and addresses of three referees should be submitted before November 16th, 1998 to: Professor Rocke Bryan, Dean, Faculty of Forestry, University of Toronto, 33 Willcocks Street, Toronto, Ontario M5S 3B3; Email: r.bryan@utoronto.ca.

FRENCH

UNIVERSITY OF ALBERTA — The Faculty of Arts at the University of Alberta is engaged in extensive renewal of its staff and is committed to ensuring that the many new appointments anticipated over the next few years will secure for the future the lively and productive intellectual environment on which it prides itself. Applications are invited for a tenure-track position in French, effective July 1, 1999, for an Assistant Professor, in the Department of Modern Languages and Cultural Studies. Entry level salary for assistant professors is currently $42,054. The successful candidate will have a PhD, native or near-native proficiency in French, demonstrated research competence, and strong teaching potential. She should be very well qualified in an area of contemporary studies such as film studies, cultural studies, literary theory, popular culture, translation, gender studies, or postcolonial studies. The Department is especially interested in hearing from applicants who are able to offer a secondary interest in some area of pre-1789 French literature/culture. She will be expected to teach at the undergraduate and graduate level in the areas of specialization, to teach core language/literature/culture courses in French and to take on responsibilities in the area of interdisciplinary programs. A sound knowledge of another Romance language, or of a Germanic or Slavic language would be an asset. The area of Cultural Studies has become a major focal point in the department and the successful candidate will work in a broad spectrum of cultural analysis. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications, including a resume, all university transcripts, and three letters of recommendation, should be sent by December 1, 1998 to: Dr. Donald Bruce, Acting Chair, Department of Modern Languages and Cultural Studies: Germanic, Romance, Slavic, University of Alberta, Canada, T6G 2E6. Inquiries may be directed to dolores.wohland@ualberta.ca; Tel: (403) 492-1597; Fax: (403) 492-9106. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

MCMASTER UNIVERSITY — The Department of French at McMaster University invites applications for a tenure-track position in sixteenth and seventeenth-century literature. The successful candidate will have a PhD, native or near native proficiency in French and demonstrated excellence in teaching and research. Expertise in literary theory is particularly welcome, and interest in technology-based learning, participation in interdisciplinary, or supervision in other departments and programs will be an asset. The appointment will be made at the Assistant Professor level, for which the current minimum salary is $41,961. The starting date is July 1, 1999. Applications, including curriculum vitae, sample publications and letters sent by three academic referees should be addressed to Professor Owen Morgan, Chair, Department of French, McMaster University, 1280 Main Street West, Hamilton, Ontario L8S 4M2. Applications received before November 15, 1998 will be assured of consideration. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women.

GENETICS

UNIVERSITY OF TORONTO at Mississauga — Erindale College, Position in Genetics. The Biology Group of the University of Toronto at Mississauga, Erindale College, invites applications for a full-time, tenure stream appointment in genetics at the Assistant, Associate or Full Professor levels starting July 1, 1999. The successful candidate must have a strong background in genetic theory and methods and will be expected to develop an internationally recognized research program in any area of genetics. Teaching will include introductory genetics and participation in advanced undergraduate and graduate courses according to his/her area of specialization in genetics. Applicants must have a PhD degree and postdoctoral experience is preferable. Salary will be commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed toward Canadian Citizens and Permanent Residents of Canada. Also, in accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities. Applications, including a curriculum vitae, brief statement of research interests, and three letters of reference, should teach Dr. J.B. Anderson, Genetics Search Committee, Biology Group, Erindale College, University of Toronto at Mississauga, Mississauga, Ontario L5L 1C6 by November 1st, 1998.

GEOGRAPHY

UNIVERSITY OF TORONTO — The Department of Geography and Programme in Planning, University of Toronto, invites applications from outstanding individuals for a tenure-track position at rank open in Physical Geography beginning July 1, 1999. The successful candidate should have demonstrated research excellence and a strong record of external funding in the field of modelling physical systems, with emphasis on numerical simulation methods and advanced spatial analysis. Preference will be shown for those applicants with experience in hydrological or hydroecological modelling. Expertise in field validation and calibration would complement the department's considerable strengths in physical processes. Applicants must posses a Ph.D. and have excellent teaching and communication skills. The successful candidate will be asked to contribute to a vibrant undergraduate and graduate program within the department and become a focal point for interdisciplinary research in earth surface environments. Candidates will be expected to provide leadership in the use of and expansion of modern Geographic Information Systems laboratories available in both the department and the Faculty of Arts and Science. Additional information on the Department can be obtained through World Wide Web at http://www.geog.utoronto.ca/. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities. Candidates should send curriculum vitae, statements of teaching specializations and research interests, plus the names of three referees before October 31, 1998 to: Professor Joseph R. Desloges, Chair, Department of Geography, University of Toronto, Toronto, Ontario, Canada M5S 3G3.

GEOLOGICAL SCIENCES

QUEEN'S UNIVERSITY — The Department of Geological Sciences at Queen's University, Kingston, Ontario invites applications for a tenure-track appointment in mineral deposits geology at the rank of assistant professor to commence as early as January 1, 1999. To be considered, applicants must have a Ph.D. in a germane field, and membership or eligibility for membership in a Canadian Professional Engineering Association is required. The successful candidate will be expected to teach courses in our undergraduate and graduate Mineral Exploration programs, to initiate and develop a vigorous research program, and to establish contacts with the mineral exploration industry. Salary will be commensurate with rank and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. A curriculum vitae, samples of the applicant's research publications, and the names of three referees should be sent to: Dr. H. Helmstaedt, Department of Geological Sciences, Queen's University, Kingston, Ontario K7L 3N6 by October 31, 1998. Home web page: http://www.queensu.ca

QUEEN'S UNIVERSITY — The Department of Geological Sciences at Queen's University, Kingston, Ontario has an opening at the Assistant Professor level for a geologist to teach Carbonate Sedimentology, Petroleum Geology and General Stratigraphy/Sedimentology. The appointment will be non-renewable, for two years, beginning January 1, 1999. Salary is commensurate with qualifications and experience. Applicants should have a doctoral degree and research/teaching experience in the desired fields. While teaching is the prime duty, a research program and interaction with researchers in this active department are encouraged. In accordance with Canadian immigration policy, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Interested applicants should submit a curriculum vitae, a statement of research and teaching interests and a list of three referees (with addresses, e-mail telephone and fax numbers) to: Dr. H. Helmstaedt, Department of Geological Sciences, Queen's University, Kingston, Ontario K7L 3N6 by October 31, 1998. Home web page: http://www.geol.queensu.ca.

GERMAN

UNIVERSITY OF WATERLOO — German & Slavic Languages and Literatures, German. Assistant Professor, full-time, tenure-track, beginning July 1, 1999. The successful candidate must have a PhD or equivalent in hand upon application, fluency in German, facility in English, and a strong commitment to research and teaching, course design and supervision at the undergraduate and graduate levels. Knowledge of Russian and ability to work in Slavic languages a definite asset. Desired areas of expertise and interest: applied linguistics, sociolinguistics, didactics, second language acquisition, comparative linguistics in the Germanic and Slavic fields. The 1998-99 Floor for Assistant Professors is $39,714. Closing date for applications is November 30, 1998. Send inquiries or resumes to: David G. John, Chair, Department of Germanic & Slavic Languages and Literatures, University of Waterloo, Waterloo, ON, N2L 3G1. Tel: 519 888 4567, x3884; Fax: 519 746 5243; E-mail: djohn@watarts.uwaterloo.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, Native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

GERMANIC LANGUAGES & LITERATURES

UNIVERSITY OF TORONTO — Germanic Languages and Literatures. Assistant Professor, tenure-track. Completed PhD at time of application. Modern literature; strong background in cultural studies; literary theory and language teaching. Strong scholarly prospects; commitment to graduate and undergraduate teaching. Native or near-native fluency in German. Salary according to qualifications. Applications with curriculum vitae, three letters of reference, and current teaching evaluations should be sent to Prof. A.P.

The University of Manitoba
Faculty of Architecture

HEAD
DEPARTMENT OF INTERIOR DESIGN

The Department of Interior Design, Faculty of Architecture, at the University of Manitoba invites applications and nominations for a full-time, tenured appointment at the Associate Professor level effective July 1st, 1999 to assume the duties of Head of the Department of Interior Design for a specified term.

The candidate must possess a professional degree in Interior Design and a post graduate degree in same or a related field. Academic responsibilities will include teaching at the undergraduate and graduate level in one or more of the candidate's areas of expertise. Eligibility for professional registration and a proven teaching record together with evidence of accomplishment in research, scholarship, publication and creative work are required. Candidates must possess strong leadership qualities and have experience in academic administration or senior management. A commitment to interdisciplinary design education, sensitivity to student and faculty concern, and the ability to represent the Department effectively with the University, the professional community and the public is essential. The expected annual salary range for the position is $60,000 - $70,000 plus administrative stipend, subject to final budgetary approval.

The Faculty of Architecture is a multidisciplinary consortium of five programs offering degrees in Interior Design, Environmental Design, Architecture, City Planning and Landscape Architecture. The Department of Interior Design is professionally (FIDER) accredited and internationally known. Interior Design is the only university program in Canada that offers both undergraduate and graduate degree programs.

The University of Manitoba employment policy encourages applications from qualified women and men including members of visible minorities, Aboriginal people, and persons with disabilities. Priority consideration will be given to Canadian citizens and permanent residents.

Applications should consist of a statement of interest, to include a personal philosophy of design and design education related to the position, a teaching dossier, a portfolio of professional and creative work and the names of three references with contact numbers. Complete applications must be received no later than **October 31, 1998**

Please direct all inquiries and completed applications to **Professor Charles Thomsen, Chair, Department of Interior Design Headship Search Committee, Faculty of Architecture, Room 201, J.A. Russell Building, University of Manitoba, Winnipeg, MB, Canada, R3T 2N2.** Telephone (204) 474-6428, Fax (204) 474-7533. E-mail: thomsen@cc.umanitoba.ca.

Simon Fraser University
Assistant Professor
Plant Evolutionary Ecology

The Department of Biological Sciences is seeking a tenure track faculty member in the area of Plant Evolutionary Ecology. The appointment will be made at the Assistant Professor level with a start date of September 1, 1999. Biologists who conduct research in any area of the ecology and evolution of plants are encouraged to apply. The successful candidate will be expected to pursue a vigorous, externally funded research program including the training of graduate students. She or he also will be expected to participate in the undergraduate and graduate teaching program particularly in the areas of plant ecology and evolution. A PhD degree is required, and appropriate post-doctoral experience is preferred. The Department of Biological Sciences at Simon Fraser University has active research programmes in behavioural ecology, evolutionary biology, molecular biology and biochemistry, pest management, and plant biology. Applicants should send, no later than **November 7, 1998**, a curriculum vita, three representative reprints, a one-page summary of their research objectives, and the names, addresses, and phone numbers of three referees to: **Dr. Michael J. Smith, Chair, Department of Biological Sciences, Simon Fraser University, 8888 University Blvd., Burnaby, B.C. V5A 1S6 Canada; FAX 604-291-4312.**

This advertisement is directed to Canadian citizens and permanent residents. If a suitable candidate from among qualified Canadian citizens or permanent residents cannot be found, other qualified applicants will be considered. This position is subject to final budgetary approval. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants.

CHIEF EXECUTIVE OFFICER

HSURC SASKATCHEWAN
HEALTH SERVICES UTILIZATION AND RESEARCH COMMISSION (HSURC)

Lead a dynamic applied health research agency in the heartland of progressive Canadian health reform.

The successful candidate will have an opportunity to help chart the future of this innovative organization, which has not only established itself an as integral part of the Saskatchewan health system, but also garnered national and international recognition.

Established in 1992, HSURC is an arm's-length, government-funded organization with a mandate to promote evidence-based change in the health system. The Commission also functions as the research granting agency for Saskatchewan. HSURC is located in Saskatoon.

The CEO, responsible for operations of the organization, directs research projects in collaboration with a multi-disciplinary professional staff of 10, and works closely with the HSURC board in policy and decision-making activities. As an ambassador for HSURC, the CEO interacts with administrators, health professionals, academic and research organizations, and government, in Saskatchewan and across Canada.

Applicants must have a Master's or doctoral degree, plus experience in a combination of research, policy, and managerial positions. Exceptional communication skills and a strong research background including methodology, critical appraisal, and analysis skills are required. You should have a thorough understanding of the health care sector, proven management and leadership skills, and a firm grasp of health services research issues.

For more information on HSURC, visit our Web site at www.sdh.sk.ca/hsurc. Applications including a CV and three references should be forwarded in confidence to:

Dr. E.L. Harrison, Chair, HSURC
Box 46, 103 Hospital Drive
Saskatoon SK S7N 0W8
phone: 306-966-6579; fax: 306-966-6575
e-mail: harrison@sask.usask.ca

Closing date for applications is *November 30, 1998* but may be extended at the discretion of the HSURC board. Start date for the position is summer 1999.

Queen's University at Kingston
Queen's National Scholars

Queen's University at Kingston invites applications from outstanding scholars for faculty appointments under the Queen's National Scholars Program. These appointments are to enrich teaching and research in newly developing fields of knowledge as well as traditional disciplines. The main criterion of interest to the selection committee is academic excellence regardless of other considerations. Preference will be given to scholars in the early- or mid-career stages. Another objective is to provide an opportunity to improve the proportion of women and members of designated minorities on faculty. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. A maximum of four awards will be available in 1998/99. Appointments under this special program will be either tenure-track or special shorter term appointments. Prior to submission of a full application, contact should be made with the appropriate department head to discuss the position(s) which may be available. Each full application should include a curriculum vitae, a brief statement of current and prospective research interests and a statement regarding teaching experience or potential. Applicants should also supply information concerning any interruptions in their academic careers and other factors which may have affected their capacity to complete scholarly work. It is the responsibility of the applicants to have letters from at least three referees sent directly to the address below. The deadline for receipt of completed applications, including letters of reference, is *October 9, 1998* for decision in January 1999. Applications and letters of reference should be sent to: *The Head(s) of the department(s) of the applicant's field(s) of study, Queen's University, Kingston, Ontario, Canada, K7L 3N6.* In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

Institute for Aerospace Studies **University of Toronto**

Assistant Professors
Two Tenure-Track Positions

Applications are invited for two tenure-track positions at the 'Assistant Professor' level. One of the positions is in Space-Systems Engineering, with focus on spacecraft dynamics and control. The successful candidate will have a leading role in the establishment of a Microsatellite Technology Program at UTIAS. The second position is in Computational Fluid Dynamics, with focus on applications to aerodynamics and propulsion; experimental research experience is an asset. Candidates must have a doctoral degree in one of the fields indicated, and must have a strong commitment to teaching and research, with the ability to establish and maintain a dynamic research program in a university environment. The successful candidates are expected to conduct research, supervise graduate students, and teach undergraduate and post-graduate courses. Salary is commensurate with qualifications and experience. Applications should include a curriculum vitae, a statement of research interests and experience, and the names and addresses (including telephone, fax and email) of at least three referees who are able to comment on the candidate's experience and ability in research and teaching in one of the noted areas. Applications should be sent to **Professor A.A. Haasz, Director, University of Toronto Institute for Aerospace Studies, 4925 Dufferin Street, Toronto, Ontario, Canada M3H 5T6, by September 30, 1998.** In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Toronto encourages applications from qualified men and women, including members of visible minorities, aboriginal people, and persons with disabilities.

ANNONCES CLASSÉES

Oertick, Chair, Department of Germanic Language and Literature, 50 St. Joseph Street, University of Toronto, Toronto, Ontario M5S 1J4 Appointment will be effective 1 July, 1999. Closing date for applications is November 15, 1998. In accordance with its employment equity policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

HISPANIC & ITALIAN STUDIES

UNIVERSITY OF VICTORIA — The Department of Hispanic and Italian Studies, University of Victoria (www.uvic.ca), invites candidates with training in Spanish Language Acquisition and Translation and a strong commitment to both Modern Peninsular and Latin American Literature to apply for a full-time tenure-track position at the rank of Assistant Professor effective 1 July 1999, subject to budgetary approval. This is an entry level position. Candidates should hold a completed PhD, have a native or near-native fluency in Spanish and English, and a strong commitment to teaching and research. Duties will include teaching language and Peninsular and Latin American Literature, Culture and Civilization courses. Applications must include a full curriculum vitae, a transcript of academic record, the names of three referees (who should write directly to the Department Chair), publications (or samples of scholarly work), and teaching evaluations. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made. Applications and letters of reference are to be sent, or faxed, to: Dr. Elena Rossi, Chair, Department of Hispanic and Italian Studies, University of Victoria, P.O. Box 3045, Victoria, British Columbia, V8W 3P4. Fax number: (250) 721-6608. Applications will be accepted until November 10, 1998.

HISTORY

UNIVERSITY OF GUELPH — The Department of History invites applications for a tenure-stream appointment in the history of modern Asia, particularly China, Japan, India, or South East Asia to be made at the rank of Assistant Professor. Applications from candidates with a research interest in one of the following thematic areas would be especially welcome: community studies; race and imperialism; gender, women's history and family history; or international history. Minimum requirements include: a completed PhD, proven teaching experience, and some scholarly publications. The successful candidate should be able to teach undergraduate courses in modern Asian history and in a secondary area, and be willing to participate in advising graduate students, both at the M.A. and the PhD level (through the Tri-University Program), within a few years following his/her appointment. Salary commensurate with qualifications and experience. Applications, including curriculum vitae, e-mail address, and the names of three referees, should be sent to Prof. Linda Mahood, Chair, Appointments Committee, Department of History, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. The appointment will become effective August 1, 1999 with a closing date for applications of November 15, 1998. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. This appointment is subject to final budgetary approval.

MCMASTER UNIVERSITY — The Department of History of McMaster University invites applications for a tenure-track position in Modern German history (Germany since 1890). The successful candidate will have a PhD and be expected to augment the Department's recognized record of research and teaching, demonstrating excellence in scholarship and instruction. The scholarship will complement the Department's doctoral program in transnational, 20th century European history. This program focuses currently upon ideologies, and diplomatic, political and intellectual history, but persons with other research interests in modern German history are encouraged to apply. Interest in technology-based learning, participation in interdisciplinary courses, or supervision in other departments and programs will be an asset. The appointment will be made at the Assistant Professor level, for which the minimum salary is $41,961. The starting date is July 1, 1999. Applications including curriculum vitae, academic transcripts, and letters sent by three academic referees should be addressed to Dr. R.H. Johnston, Chair, Department of History, McMaster University, 1280 Main Street West, Hamilton, Ontario L8S 4L9. Applications received before October 15, 1998 will be assured of consideration. The Department consists of 14 persons, plus a shared appointment with the Department of Classics. The working environment is collegial. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women.

YORK UNIVERSITY — Faculty of Arts, Department of History, 20th Century Britain. The Department of History (Faculty of Arts) invites applications for a tenure-track position at the rank of Assistant Professor in 20th century British History. Required qualifications include a completed PhD or equivalent and an ongoing programme of research in the field. Candidates whose research focuses on one of the following areas are particularly encouraged to apply: war and society, the welfare state, imperial and post-colonial issues, Britain and Europe, political ideologies, national identities. Candidates should show promise of excellence in teaching and scholarly publication and research. Salary is dependent upon qualifications and experience. In making all its appointments, the Department is keen to attract scholars who have an interest in the history of one or more of the following: cross-cultural contact; war; gender and sexuality; imperial and post-colonial issues. Candidates should send a letter of application, including a curriculum vitae, and arrange for three confidential letters of recommendation to be sent no later than 26 October 1998 to: Professor Adrian Shubert, Chair, Department of History, Faculty of Arts, York University, 4700 Keele Street, Toronto, Ontario, M3J 1P3 (fax: 416-736-5836). York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. All positions at York University are subject to budgetary approval.

UNIVERSITY OF BRITISH COLUMBIA — The Department of History, University of British Columbia, invites applications for a tenure-track appointment at the level of Assistant Professor, effective 1 July 1999, in Twentieth-Century United States History. Applicants should have a research interest in American gender and/or cultural history, a completed or soon-to-be completed PhD, and a commitment to scholarship reflected in published or publishable work. Teaching experience at the post-secondary level would also be an asset. The successful candidate will be expected to have the intellectual breadth and flexibility that the Department increasingly needs as it moves in new directions. Our department offers the appointee a variety of teaching possibilities each year selected from among: an introductory American survey; senior undergraduate, honours and graduate courses in Twentieth-Century American history; comparative courses within the Department; and interdisciplinary teaching with other members of the faculty. This position is subject to funding, and salary will be commensurate with qualifications and experience. Applicants should send a covering letter and a current cv and arrange for three letters of reference, all to be sent to: Prof. Paul Krause, Chair, Search Committee in American History, History Department, The University of British Columbia, #1297-1873 East Mall, Vancouver, B.C. V6T 1Z1. Complete applications must be received by 15 October 1998. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. Appointment may be considered at a higher rank for a member of a designated equity group with exceptional qualifications.

HUMAN NUTRITION

ST. FRANCIS XAVIER UNIVERSITY — The Department of Human Nutrition at St. Francis Xavier University invites applications for a full-time, tenure-track position to begin on August 15, 1999. Salary and rank will reflect experience. The applicant should have a PhD in Nutrition. A completed dietetic internship is required. Preference will be given to candidates who have experience in dietetic practice and/or teaching. The candidate is expected to teach undergraduate courses in Introductory and Clinical Nutrition and to contribute to general faculty duties in the Department and the University. A candidate should demonstrate a strong potential for and a strong commitment to research. The Department offers a four-year program leading to a B.Sc. in Human Nutrition, Major, Advanced Major and Honours. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should submit by January 31, 1999 a curriculum vitae, official transcripts, and arrange to have sent three letters of reference to: Chair, Department of Human Nutrition (Telephone 902-867-2137; Fax 902-867-2389), St. Francis Xavier University, P.O. Box 5000, Antigonish, NS B2G 2W5.

IMMUNOLOGY

UNIVERSITY OF MANITOBA — The Department of Immunology and the Immune Regulation of Allergy Research Group invite applications for a tenure track position as Assistant Professor of Immunology in the Faculty of Medicine at the University of Manitoba. Available December 1, 1998, the position is open to PhD or M.D. applicants with 2-6 years productive post-doctoral experience and a strong record of high quality basic immunology research. We particularly seek applicants with interests in immune regulation as it relates to allergic disorders. Demonstrated ability to teach will be an important consideration. The position offers up to $500,000 in initial infrastructure support, modern laboratory space and extensive collaborative opportunities for research in basic and clinical immunology. Applicants must be eligible to apply for an MRC Scholarship. Salary will be commensurate with experience. The Department of Immunology was the first to be established in Canada. The interdisciplinary Program in Immunology consists of 17 faculty with diverse research interests. The Allergy Research Group has as its mission basic and clinical research aimed at the control, cure, and prevention of allergic disorders. Information is available at: http://www.umanitoba.ca/faculties/medicine/immunology. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people and persons with disabilities. Priority consideration will be given to Canadian citizens and permanent residents. Applicants should send a CV, concise summary of prospective research interests, statement of teaching interests and philosophy, and the names of three referees to: Dr. Kent HayGlass, Chair, Search Committee, Department of Immunology, 730 William Ave, University of Manitoba, Winnipeg, MB, Canada, R3E 0W3 before September 30, 1998.

INFORMATION SYSTEMS

UNIVERSITY OF MANITOBA — Faculty of Management. Applications are invited for a tenure-track position in the area of Management Information Systems. An applied orientation and/or industry experience is desirable. Rank is at the Assistant Professor level and depends on qualifications and experience. PhD completed or very near completion required. Duties include teaching at the undergraduate and graduate levels, research and service. Salary is competitive and will depend on qualifications, experience and research record. Appointment date is open as early January 1, 1999. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. Priority consideration will be given to Canadian citizens and permanent residents. Applications should be sent to: Department Head, Department of Accounting and Finance, Faculty of Management, University of Manitoba, Winnipeg, Manitoba, R3T 5V4. The closing date for initial consideration of applications is September 15, 1998, but further applications will be considered until the position is filled.

INTERNATIONAL AFFAIRS

CARLETON UNIVERSITY — The Norman Paterson School of International Affairs. Subject to budgetary approval, The Norman Paterson School of International Affairs invites applications for a tenure-track appointment at the rank of Assistant Professor, in International Affairs, with a specialization in Security and Defence Studies. Applicants with degrees in Economics, Geography, History, International Law, Political Science, Psychology and Sociology are encouraged to apply. The successful candidate will be expected to teach and otherwise contribute to the Conflict Analysis stream in the School. The candidate must have a completed PhD at the time of the appointment and demonstrate an ability to teach and supervise at the graduate level. The Norman Paterson School of International Affairs is an interdisciplinary graduate program offering a M.A. in the areas of conflict analysis, development studies, and international political economy. Applications including statement of interest, curriculum vitae, letters of support from three referees, and a sample of publications, should be made by October 15, 1998 to: Professor Martin Rudner, Acting Director, The Norman Paterson School of International Affairs, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

JEWISH STUDIES

UNIVERSITY OF WATERLOO — The Faculty of Arts at the University of Waterloo, invites applications for a tenure-track Assistant Professor position in Jewish Studies. The salary and start date of this endowed position are contingent upon funding. The anticipated start date is January 1, 1999. The successful candidate will have a PhD in Jewish Studies and an excellent scholarship and teaching record. Duties will include teaching at the undergraduate level and the development and promotion of the Jewish Studies program at the university as well as in the larger community. Applications accompanied by a curriculum vitae and the names and addresses of three referees should be sent by September 30, 1998, to Dr. Paul Socken, Chair, Dean's Advisory Committee on Jewish Studies, Modern Languages Building, University of Waterloo, Waterloo, Ontario N2L 3G1 Canada. Fax 519-725-0554 In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

KINESIOLOGY

YORK UNIVERSITY — Faculty of Arts, Kinesiology and Health Science Applications are invited for a tenure-track position at the assistant professor level in Health Psychology. The present Masters program covers health-related aspects of exercise physiology, psychology, occupational biomechanics and fitness/epidemiology. The Department is particularly interested in individuals who focus on the role that physical activity plays in such areas as health promotion, disease prevention, rehabilitation or aging. A PhD is required and high priority will be given to a promising publication record in refereed journals and the ability to develop a productive research program supported by external funding. Postdoctoral experience would be an asset. Duties will include undergraduate teaching, and teaching and supervision in the Graduate Program in Kinesiology and Health Science. The possibility exists of a cross-appointment to the Graduate Program in Psychology. Applicants should send, by December 31, 1998, a curriculum vitae, a covering letter stating future research goals, relevant reprints and the names, addresses and telephone numbers of at least three individuals who may act as

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Department of Economics **University of Toronto**

Assistant or Associate Professor Tenure-Stream Appointments

Tenure-Stream Appointments, on the St. George campus, subject to budgetary approval. Two positions in Econometrics, one in Economic Theory or Applied Economics.

Ph.D. Degree or equivalent, with solid training in applied econometrics and economic theory, as well as in the field of specialization, is required as of July 1, 1999 or soon thereafter.

Appointments effective July 1, 1999; salary commensurate with qualifications.

Interested candidates should write by **November 30, 1998**, providing a curriculum vitae and the names of three referees to:

Professor M. Fuss, Chair
Recruiting Committee
Department of Economics
150 St. George Street
University of Toronto
Toronto, Ontario M5S 3G7
CANADA

In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

Queen's University at Kingston

Health Services Researcher

The Queen's University Department of Surgery, Queen's Health Policy Research Unit (QHP), and the Institute for Clinical Evaluative Sciences in Ontario (ICES) jointly seek an experienced health services researcher. The successful candidate will devote half time to projects related to surgery and the balance to a portfolio of projects consistent with the interest of QHP/ICES in evaluating health care provision in the Southeastern Ontario Academic Medical Organization.

Qualifications should include PhD in epidemiology or related discipline, experience in health services research, and evidence of peer-reviewed grant receipt and publication. This position is for a 3-year term; salary will be commensurate with qualifications and experience.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity program, welcomes diversity in the workplace, and encourages applications from all qualified candidates including women, aboriginal people, people with disabilities, and visible minorities. Candidates should submit a letter of application, a curriculum vitae, at least one sample of recent work, and the names and addresses of three persons to act as referees, by ***October 15, 1998***, to:

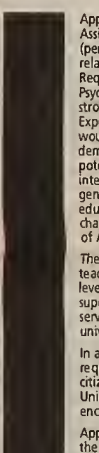
Dr. S.E.D. Shortt, Director
Queen's Health Policy, Faculty of Health Sciences
Queen's University, Kingston, Ontario K7L 3N6

Brandon University

DIRECTOR OF RURAL DEVELOPMENT

Nearing it's 100th anniversary, Brandon University, located in Brandon, Manitoba, serves more than 3,000 full and part-time students through its faculties of Arts, Education, Music, Science, and Health Studies and via its innovative and award-winning outreach projects and programs. Brandon University invites applications and nominations for the position of Director of Rural Development, effective January 1, 1999, or on the availability of the successful candidate. The initial term is normally for five years and may be renewed upon review. The Department of Rural Development consists of three faculty members and a departmental secretary. The Masters degree in Rural Development was designed to ensure that students become cognizant of the latest theoretical and applied perspectives on rural development, as well as of the relevant methodological tools. The Rural Development Institute has undertaken applied and theoretical research in all areas of Rural Development and maintains a strong record of publication. The undergraduate Rural and Community Studies program is a distributive major crossing both the faculties of Arts and Science. Brandon University has also established a Rural Outreach Program designed to provide an interface between the University's research capacity (faculty and students) and community research needs. The Department of Rural Development will be a key resource in this program, which is currently managed by WESTARC (the University's arm's length consulting agency). The Director will be responsible for supervision of the newly approved Master of Rural Development degree, the Rural Development Institute, and the undergraduate program in Rural and Community Studies. The Director will participate in the University's Coordinating Committee for Rural Outreach Activities, maintain a personal program of research and teach the equivalent of one graduate course. The Director should have proven administrative ability, well-developed leadership skills and an ability to work effectively at local, national, and international levels with community groups, all levels of government, educational institutions and industry. Candidates should have appropriate academic qualifications (PhD preferred) and a significant record of research. Applications and nominations, including a detailed curriculum vitae and names and addresses of three referees should be forwarded to: **Dr. T. Patrick Carrabré, Vice-President (Academic & Research), Brandon University, 270 - 18th Street, Brandon, MB R7A 6A9; Facsimile: (204) 729-7340; Email: holzmiller@brandonu.ca.** Closing date for applications is **September 29th, 1998**, or until position is filled. In accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

Educational Psychology



Applications are invited for one or more Assistant Professor tenure track positions (pending approval) in Counselling Psychology or related dual area, effective January 1, 1999. Requirements include a doctorate in Counselling Psychology, a versatile teaching capability, and a strong focus in psychological assessment. Expertise in qualitative research methodologies would be an asset. Applicants should demonstrate a strong research record and/or potential in one or more of the following fields: intercultural counselling, school counselling, gender issues, counselling process and counsellor education. Candidates must be eligible for chartering as psychologists in the Province of Alberta.

The successful candidate will be expected to teach at both the undergraduate and graduate levels, to maintain an active research program, supervise graduate students and engage in service activities at the department, faculty and university community levels.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity.

Applications, including a curriculum vitae and the names of three references, should be sent prior to October 15, 1998, to:

Dr. I Winchester, Dean,
Faculty of Education,
University of Calgary,
2500 University Drive NW,
Calgary, AB T2N 1N4

UNIVERSITY OF CALGARY

www.ucalgary.ca

Department of Economics **University of Toronto**

Tenured Appointment in Economic Theory

Tenured Appointment in Economic Theory at the senior level on the St. George campus, subject to budgetary approval.

Ph.D. Degree or equivalent with a proven record in research and teaching.

Appointment effective **July 1, 1999**; salary commensurate with qualifications.

Interested candidates should write by **September 30, 1998**, providing a curriculum vitae and the names of three referees to:

Professor M. Fuss, Chair
Recruiting Committee
Department of Economics
150 St. George Street
University of Toronto
Toronto, Ontario M5S 3G7
CANADA

In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

references to: Dr. Roger Kelton, Chair, School of Physical Education, Kinesiology and Health Science, York University, 4700 Keele St., Toronto, Ont. M3J 1P3. Duties to commence July 1, 1999, subject to budgetary approval. Further information can be obtained at (www.yorku.ca/dept/physed). York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY — Faculty of Pure and Applied Science, Kinesiology and Health Science. Applications are invited for a tenure-track position at the assistant professor level in exercise physiology/biochemistry. A research emphasis in the area of gene expression would be an asset. The present Masters program covers health-related aspects of exercise physiology, psychology, occupational biomechanics and fitness/epidemiology. The program is seeking to broaden the range of academic areas that they cover, as well as to build their faculty complement towards a PhD in Kinesiology and Health Science. Applications from individuals with an interested in hearth would be particularly welcome. The opportunity exists for a cross-appointment to the Graduate Program in Biology. Duties will include the supervision and teaching of graduate students and undergraduate teaching. A PhD and a promising publication record in refereed journals are required, as well as the ability to develop a productive research program supported by external funding. Postdoctoral experience would be an asset. Applicants should send, by December 31, 1998, a curriculum vitae, a covering letter stating future research goals, relevant reprints, and the names, addresses and telephone numbers of at least three individuals who may act as references to: Dr. David Hood, Kinesiology and Health Science, York University, Toronto, Ontario M3J 1P3. Duties to commence July 1, 1999, subject to budgetary approval. Further information can be obtained at (www.yorku.ca/dept/physed). York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WATERLOO — The Department of Kinesiology at the University of Waterloo invites applications for a tenure-track faculty position, at the rank of Assistant Professor, in the field of ergonomics/human factors. Candidates should have demonstrated research and teaching abilities to solve problems such as: optimization of human performance, reduction of human error, human-computer interaction, health and safety We are searching for expertise to complement our current strength in occupational biomechanics. Candidates with expertise in cognitive or social behavioral aspects of ergonomics are encouraged to apply. The candidate must have a PhD or a M.D. with research training in ergonomics, consulting experience and should be eligible for full member classification in the Human Factor Association of Canada/ Association canadienne d'ergonomie or be eligible for certification by the Board of Certification in Professional Ergonomics. Duties include research, teaching at undergraduate and graduate level, and supervising graduate students. Salary range commensurate with qualifications and experience. The Department of Kinesiology offers the only undergraduate program in Ergonomics in Canada. The Department of Kinesiology is an inter-disciplinary department with expertise spanning the social to biological study of human movement. The mission of the department is to discover and explain mechanisms and principles of human movement and to apply this knowledge to strategies which optimize the hearth and physical performance of individuals In work and leisure activities. The department offers B.Sc., M.Sc. and PhD degrees in Kinesiology Furthes information about the department can be found at http://www.ahs.uwaterloo.ca/kin/kinhome.html. Applicants should send a covering lecter, three names of references, and a curriculum vitae to Dr. James S. Frank, Chair, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 or by Fax: 519-746-6776 or E-mail: frank@healthy.uwaterloo.ca. The closing date for applications is October 31, 1998 or until position is frilled. The expected start date for the appointment is May 1, 1999 or earlier. In accordance with Canadian immigration requirements priority will be given to Canadian Citizens and Permanent Residents of Canada. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native people and persons with disabilities. This appointment is subject to the availability of funds.

UNIVERSITY OF WATERLOO — The Department of Kinesiology at the University of Waterloo seeks an outstanding physician/researcher for a tenure-track position at the level of Assistant-Associate Professor with expertise in the area of the physiological basis for disease and injury related to physical activity. Candidates should have demonstrated teaching and research ability to solve problems related to: the interaction of exercise with disease and injury. We are searching for expertise that can complement existing strong basic science teaching and research programs in cardiorespiratory and/or muscle physiology and extend these programs to clinical applications. The candidate must be licensed to practice medicine in the Province of Ontario. Duties include research, teaching at the undergraduate and graduate level and supervising graduate students. Candidates are expected to compete for grants and contracts to support their research program and graduate students. Opportunity for clinical practice also is available through the Faculty of Applied Health Science Research Clinic. Salary is commensurate with qualification and experience. The Department of Kinesiology is expanding clinical applications of its teaching and research through the recently developed Applied Hearth Sciences Research Clinics. This provides exciting opportunities for collaborative research. Candidates with demonstrated success in collaborative research are entouraged to apply. The Department of Kinesiology is an intes-disciplinary department with expertise spanning the social to biological study of human movement. The mission of the department is to discover and explain mechanisms and principles of human movement and to apply ths to optimize the hearth and performance of individuals in work and leisure activities. The department offers BSc, MSc and PhD degrees in Kinesiology. Further information about the department can be found at http://www.ahs.uwaterloo.ca/kin/kinhome.html. Applicants should send a covering lecter, three names of references, and a curriculum vitae to Dr. James S. Frank, Chair, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 or by Fax: 519-746-6776 or E-mail: frank@healthy.uwaterloo.ca. The closing date for applications is September 30, 1998 or when position is filled, and the expected start date for the appointment is January 1, 1999. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of funds.

ACADIA UNIVERSITY —The School of Recreation Management and Kinesiology invites applications for two tenure track positions (position #30303 and position #30316), at the rank of Assistant Professor, effective on or before July 1, 1999. Applicants should have a PhD degree by the appointment date. We are seeking applicants, with expectise in: 1) The Exercise Physiology aspects of physical activity and sport; 2) The Psychological aspects of physical activity and sport; coupled with the Motor Behavior aspects of physical activity and sport. Candidates must demonstrate a strong commitment to undergraduate teaching and to scholarly activity. Candidates who can provide leadership in the development of an undergraduate health promotion/wellness specialization and/or contribute to other areas of the Kinesiology curriculum, including activities, will be advantaged in this search. Applicants should submit a lecter of application, a curriculum vitae and contact information for three referees to Dr. Gary Ness, Chair, Selection Committee, School of Recreation Management and Kinesiology, Acadia University, Wolfville, NS, B0P 1X0. Closing date for applications is November 2, 1998. Acadia has recently adopted the Acadia Advantage initiative which incorporates computer technology into the learning process. The successful candidates will be expected to integrate this technology into their courses where relevant. In accordance with Canadian immigration regulations, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Acadia University is an Equal Opportunity Employer. Acadia University reserves the right to fill these positions or to fill positions at a level different from the advertised level or term.

LAW

UNIVERSITY OF SASKATCHEWAN — The College of Law, University of Saskatchewan invites applications for tenure track and term positions commencing July 1, 1999 subject to budgetary approval. The appointments will be made at the Assistant Professor level. Candidates must have completed the Master of Laws degree and have demonstrated proficiency and promise in legal research. Applications, accompanied by a curriculum vitae, a sample of legal research and writing and the names of three referees, should be addressed to Dean Kent Roach, College of Law, University of Saskatchewan, 15 Campus Drive, Saskatoon, Saskatchewan S7N 5A6. The closing date for applications is Friday, December 4th, 1998. The University of Saskatchewan is committed to Employment Equity. Members of Designated Groups (women, Aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications.

LIBRARY

SAINT MARY'S UNIVERSITY — University Librarian, Patrick Power Library. Saint Mary's University invites applications for the position of University Librarian. Reporting to the Vice-President Academic and Research, the University Librarian provides creative and energetic leadership and vision in the administration of the Library, is a member of the senior administrative team of the University and is an ex-officio member of Senate. The Patrick Power Library is user-oriented, offering extensive support and instructional services to the Saint Mary's community. The library consists of approximately 385,000 volumes, and has a dedicated staff of 41, including 7 professional librarians. It is a member of the NOVANET library consortium and houses the Ferguson Library for print handicapped students. Established in 1802, Saint Mary's University is a modern metropolitan university, firmly rooted in the local community, with national and international outreach. It is primarily an undergraduate institution, with select graduate programs, with a student body of over 7,000 full and part-time. Candidates must possess a Master's degree from an accredited library program, and must exhibit a substantial and progressively more responsible record of successful management and effective leadership in an academic library setting. Essential qualities include an understanding of current issues in academic libraries, and strong oral and written communication skills. The successful candidate will be expected to work collegially and communicate effectively with the internal and external constituencies of the library and the University. Candidates must also have recent experience with emerging technologies and must demonstrate an understanding of the information literary issues relating to them. The successful candidate must develop and sustain partnerships with the Director of Information Technology Systems & Support, and computer user groups on campus, so as to enhance and empower the University community's ability to make the best use of information technologies. Candidates should also offer evidence of the ability to work cooperatively and build effective teams; a commitment to quality service; a vision and understanding of the evolving academic library and its role within the mission of the university; the importance of staff development and renewal; and familiarity with the changing expectations of faculties, students, staff and administrators. Advanced degrees in librarianship or other academic disciplines are an asset. Applicants should send their resume with names and addresses of three referees and a letter explaining how their qualifications and experience complement tha position by September 25, 1998 to Chair, University Librarian Search Committee, Office of the Vice-President Academic and Research, Saint Mary's University, Halifax, Nova Scotia B3H 3C3 (e-mail colin.dodds@stmarys.ca). This advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment equity. Visit our website http://www.stmarys.ca.

UNIVERSITY OF ALBERTA — Government Documents Librarian, Humanities and Social Sciences Library. The University of Alberta Libraries, with a long tradition of service excellence to the University and its communities, seek a dynamic individual to take responsibility for management and service delivery for the printed and electronic government documents collectron for the Humanities and Social Sciences Library. The University of Alberta is a full depository lor Canadian documents and a frequent partner with the federal government in testing new electronic delivery mechanisms as well as a depository for United Nations and United States documents, with collections of many other countries, including a strength in British materials. Working within a team environment the successful candidate will provide leadership in developing access to new government documents electronic resources and manage their implementation. Ths includes use of applications and knowledge of trends in Web technologies, indexing and full text/data services relating to documents and their related licensing issues, and support and exploitation of electronic depository initiatives. The University of Alberta Library is Canada's second largest research library, with a collection exceeding five million volumes. The Library has a unique relationship with the broader community through NEOS, a central Alberta consortium consisting of 20 government, hospital, college and university libraries and through its partnership with Information Systems Management Corporation (ISM) for cataloguing of materials. Visit our website at www.library.ualberta.ca. The Humanities and Social Sciences Library is the largest of the six major subject libraries within the University of Alberta system. It houses a collection of 2.2 million volumes, 4500 current periodicals, plus a significant collection of government documents, newspapers, microform and electronic sources, including those in full-text. There is an extensive reference collection with supporting services and separate allied libraries for business, data, rare books and special collections, and music. Qualifications will include an MLS degree from an accredited library school as well as relevant experience. Applicants must possess a strong service orientation, excellent instructional and communication skills, a commitment to cooperative solutions and superior information management skills. This tenure-track position is classified at the Librarian I level with a current salary range of $34,323 - $62,945. Librarians at the University of Alberta have academic status and participate in a generous benefits program. Closing date for the position is September 30, 1998. To apply, please mail, fax or e-mail your resume and the names of three references to: Karen Adams, Director of Library Services and Information Resources, Cameron Library, University of Alberta, Edmonton, Alberta, T6G 2J8. Fax: (403) 492-8302; E-mail: karen.adams@ualberta.ca. The University of Alberta has a clear vision - to be indisputably recognized as one of Canada's finest Universities. The University's vision of the optimum environment for learning and research demands major investment in information technology services and infrastructure, innovative and resourceful staff and commitment to a dynamic process of change. Further information is available on the University's home page at www.ualberta.ca. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA — Reference and Instruction Librarian, Science and Technology Library. The University of Alberta Libraries, with a long tradition of service excellence to the University and its communities, seek a dynamic individual to provide reference, consulting and teaching services and to liaise with teaching faculty and students in assigned areas of responsibility. Working within a team environment the successful candidate will actively participate in development of access to new electronic resources and their implementation, including use of applications and knowledge of trends in Web technologies within a networked research environment. The University of Alberta Library is Canada's second largest research library, with a collection exceeding five million volumes. The Library has a unique relationship with the broader community through NEOS, a central Alberta consortium consisting of 20 government, hospital, college and university libraries and through its partnership with Information Systems Management Corporation (ISM) for cataloguing of materials. The Science and Technology Library, with associated branches and specialized collections of maps and circumpolar materials, is one of six major subject libraries within the Library system. Visit our website at www.library.ualberta.ca. Qualifications will include an MLS degree from an accredited library school as

Chair
Department of Surgery

The Faculty of Health Sciences is seeking a Chair, Department of Surgery. The academic department consists of 111 faculty members with responsibilities for teaching in the postgraduate and undergraduate programmes of the Faculty. The mission of the department is to provide clinical care, conduct educational progremmes, end to conduct research. The department is fully integrated in the teaching and research programmes of the Faculty. This is an opportunity for a vigorous leader to assist in the further development of en outstanding academic, clinical, and research department.

The successful candidate will be responsible for the administration of the academic department, maintaining and strengthening its education and research programmes, and participating at the senior management level of the Faculty of Health Sciences.

Applications end nominetions including a curriculum vitae, a statement of research interests and academic goals, and the names of three referees must be forwarded by **October 15, 1998, to: Dr. R. Joffe, Deen end Vice President, Faculty of Health Sciences, c/o Mrs. L. Fielding, Room 2E5C, HSC, McMaster University, 1200 Main Street West, Hamilton, Onterio L8N 3Z5**

*For more information about the Faculty, visit our Web-site at: **www.fhs.mcmaster.ce***

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities, and women.

"An equal opportunity employer"

McMaster University

Concordia University is seeking a Dean, Faculty of Fine Arts

The Dean is the academic leader of a dynamic Faculty of Fine Arts comprising the Departments of Art Education and Art Therapy, Art History, Mel Hoppenheim School of Cinema, Contemporary Dance, Design Art, Studio Arts, Digital Image/Sound and the Fine Arts, Music, and Theatre. There are over 2,000 undergraduate and 232 graduate students pursuing programs in the BFA, MA in Art Education, MA in Creative Art Therapies, MA in Art History, MA in Film Studies, MFA in Studio Art, PhD in Art Education, PhD in Art History, Diploma in Advanced Music Performance Studies. Research and creative activity is carried out by a planned faculty complement of approximately 90 tenured and tenure-track faculty and 190 part-time faculty.

Concordia University serves a diverse student population and operates in a bilingual professional and academic community, therefore, fluency in English and French is required.

Concordia University is seeking a Dean who possesses vision and confidence, who is committed to excellence at both the undergraduate and graduate levels. The Dean will have a strong record in teaching, research and/or creative activities and administration in a disciplinary area of the Faculty. In addition, the Dean will possess a transparent and collaborative management style, and, a demonstrated ability in academic planning and fundraising.

The Dean's term commences June 1, 1999; appointments are normally for a five-year term.

Applications or nominations, including a **full curriculum vitae, a one-page summary of relevant academic, administrative, research and/or creative activity experience, and names and addresses of five possible referees** must be sent by October 1, 1998 to the attention of Dr. Jack Lightstone, Provost and Vice-Rector, Research, and **Chair, Advisory Search Committee, for the Dean of the Faculty of Fine Arts,** Concordia University, 1455 de Maisonneuve West, BC 223, Montréal, Québec, H3G 1M8. (Confidential facsimile number: 514-848-8766).

Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. In accordance with Canadian immigration requirements, priority shall be given to Canadian citizens and permanent residents of Canada. Confidentiality of applications and nominations is assured.

Concordia UNIVERSITY

Real education for the real world

www.concordia.ca

ANNONCES CLASSÉES

well as relevant experience. A background or experience in the areas of science or technology would be an asset. Applicants must possess a strong service orientation, excellent instructional and communication skills, a commitment to cooperative solutions and superior information management skills. This tenure-track position is classified at the Librarian I level with a current salary range of $34,323 - $62,945. Librarians at the University of Alberta have academic status and participate in a generous benefits program. Closing date for the position is September 30, 1998. To apply, please mail, fax, or e-mail your resume and the names of three references to: Karen Adams, Director of Library Services and Information Resources, Cameron Library, University of Alberta, Edmonton, Alberta, T6G 2J8. Fax: (403) 492-8302; E-mail: karen.adams@ualberta.ca. The University of Alberta has a clear vision - to be indisputably recognized as one of Canada's finest Universities. The University's vision of the optimum environment for learning and research demands major investment in information technology services and infrastructure, innovative and resourceful staff and commitment to a dynamic process of change. Further information is available on the University's home page at www.ualberta.ca. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

THE UNIVERSITY OF BRITISH COLUMBIA LIBRARY — Head, Asian Library. The UBC Library requires a Head for its Asian Library as of January 1999. The Asian Library is situated on the Point Grey campus, and occupies space within the UBC Asian Centre. It provides reference, information, bibliographic, and circulation services in support of the collection of Chinese, Japanese, Korean, Indic, Indonesian, and other Asian language materials. The Head is responsible for providing the leadership necessary to develop facilities, collections, and programs, including the organization, administration, and operation of services within the context of a changing environment. The Head works under the general direction of and reports to the Associate University Librarian for Public Services. Qualifications and requirements: A graduate degree in Library Science from an accredited program is required in addition to an academic background in a subject and language area within the scope of the Asian Library. Good reading and writing skills in at least one major Asian language and complete oral and written fluency in English are required. Familiarity with the bibliography of East and South Asian material is essential. A broad knowledge of information technology including its application in support of Asian language writing systems is required. A broad general knowledge of sources, publishing and distribution of print and electronic materials is desirable, especially in regard to materials collected by the Asian Library. Clearly demonstrated administrative and managerial ability is required. Candidates must show clear evidence of the ability to work well with all levels of Library staff, faculty, students, other users of the Asian Library, and community organizations, to promote a positive and constructive working environment, and to communicate effectively. Candidates must be completely familiar with developments in and requirements of North American Asian collections, and be able to apply that familiarity to the development and operation of the Asian Library. The ability to take a balanced view of the collection and services to ensure that the needs of users in a variety of language and subject areas are met is essential. Terms of Appointment: This is a continuing position. If eligible and qualified, the successful appficant may be appointed with a confirmed appointment. Otherwise, there will be an initial three-year probationary appointment. Normally, such an appointment is reviewed by the end of the second year of appointment, and a recommendation is made at that time to grant or not to grant a confirmed appointment. Salary: Commensurate with experience and academic/professional qualfrications. Applicatcors, including a current resume and the names of three referees, should be sent to: Erik de Bruijn, Asst. Univ. Librarian, Human Resources & Staff Development, Walter C. Koerner Library, The University of British Columbia, 1958 Main Mall, Vancouver, BC V6T 1Z2; Fax (604) 822-3833; E-mail: erik@library.ubc.ca. Closing date for this competition: August 31, 1998. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified applicants to apply. In accordance with Canadian law, this advertisement is directed to applicants who are Canadian citizens or permanent residents of Canada

Closing date for the position is September 30, 1998. To apply, please mail, fax, or e-mail your resume and the names of three references to: Karen Adams, Director of Library Services and Information Resources, Cameron Library, University of Alberta, Edmonton, Alberta, T6G 2J8. Fax: (403) 492-8302; E-mail: karen.adams@ualberta.ca. The University of Alberta has a clear vision - to be indisputably recognized as one of Canada's finest Universities. The University's vision of the optimum environment for learning and research demands major investment in information technology services and infrastructure, innovative and resourceful staff and commitment to a dynamic process of change. Further information is available on the University's home page at www.ualberta.ca. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

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MANAGEMENT

CONCORDIA UNIVERSITY — The Department of Management is seeking qualified applicants for a tenure-track position starting June 1, 1999 in the area of International Business/Management. This position is subject to budgetary approval. Qualifications include a PhD and strong research record or demonstrated research potential. Preference will be given to candidates who have a strong orientation to academic research and provide evidence of excellent teaching. Candidates with interest in aviation and/or pharmaceuticals are encouraged to apply. Successful candidates will be responsible for teaching courses at the Undergraduate, MBA, MSc, and/or PhD levels. Teaching in the Executive MBA and Airline MBA Programs is also possible. Salaries are competitive and, along with rank, will be commensurate with qualifications and experience. All undergraduate, masters and PhD programs in the Faculty of Commerce and Administration at Concordia are accredited by AACSB. Applications including a curriculum vitae, a statement of teaching and research interests (as appropriate) and three letters of reference should be submitted by September 30 1998 to: Dr. Jean McGuire, Chairperson, Recruiting Committee, Department of Management, Concordia University, 1455 de Maisonneuve Blvd. W., Room GM 503-19, Montreal, Quebec, H3G 1M8, Canada; Tel.:(514) 848-2917; FAX:(514) 848-4292; E-Mail: jmcguir@vax2.concordia.ca In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

MANAGEMENT SCIENCES

UNIVERSITY OF WATERLOO — The Department of Management Sciences in the Faculty of Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure-track appointment at the Assistant or Associate Professor level, in Information Systems, commencing between May 1 and September 1, 1999. We are seeking someone with a PhD, who is capable of teaching, research and graduate student supervision in the area of technical information systems (database management, systems analysis and design, telecommunications). In addition to teaching courses in Information Systems, an ability to teach another undergraduate subject would be an asset, e.g., engineering economics, operations research, production management or organizational behaviour. Further information about the Department of Management Sciences can be found at http://www.mansci.uwaterloo.ca/. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and Permanent Residents of Canada. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. Salary will be commensurate with qualifications and experience. Please send a detailed curriculum vitae and the names of three references before January 15, 1999, to: Professor J. David Fuller, Chair, Department of Management Sciences, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1.

MARKETING

SAINT MARY'S UNIVERSITY — The Department of Marketing, Saint Mary's University, invites applications for a tenure-track appointment at the rank of Assistant Professor. Applicants must have a Ph.D. or ABD nearing completion. Strong preference will be given to applicants with teaching and research interests in International Marketing. The Frank H. Sobey Faculty of Commerce is Atlantic Canada's leading business school. Saint Mary's offers MBA and Executive MBA programs, as well as a variety of certificate, executive training programs, student exchange and coop programs. The University also operates a Business Development Centre and has a sizable International Activities Office. The University Senate has recently approved a PhD program. The new Sobey Building which will house the Frank H. Sobey Faculty of Commerce will open in August 1998. Applications (including curriculum vitae, university transcripts, and three letters of reference) should be forwarded to: Dr. Chankon Kim, Department of Marketing, The Frank H. Sobey Faculty of Commerce, Saint Mary's University, Halifax, NS B3H 3C3; Fax: (902) 420-5162. Deadline for applications is November 1, 1998 This advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of Employment Equity. Visit our website http://www.stmarys.ca. The Frank H. Sobey Faculty of Commerce is Atlantic Canada's leading business school

CONCORDIA UNIVERSITY — The Department of Marketing is presently searching for a freshly-minted PhD whose teaching and research interests are in the areas of Sales Management, Promotion and/or Retailing. This position is subject to budgetary approval. Concordia University has one of the largest Business Schools in Canada and one of the few that are AACSB accredited. It offers a variety of full-time and part-time programs at the undergraduate level. At the graduate level, students can obtain a traditional MBA, an executive MBA, an AMBA specially targeted at the airline industry, an MSc or a PhD. The Marketing Department has 16 full-time professors who offer over 30 different courses at the graduate and undergraduate levels. Standard teaching load for newcomers is 4 courses a year. The teaching schedule is very flexible. Qualified applicants with interests in the aviation and/or pharmaceutical industries are especially encouraged to apply. Candidates must be committed to strong research and teaching excellence. Applications should include a C.V., transcripts and names of three referees. Please apply in writing by October 1, 1998 at the latest, to Dr. Z. Gidengil, Chair, Department of Marketing, Faculty of Commerce and Administration, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, Canada, H3G 1M8. Tel.: (514) 848-2951 or Fax: (514) 848-4554. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada

UNIVERSITY OF MANITOBA — Department of Marketing. Applications are invited for one tenure track position at the University of Manitoba at the Assistant or Associate professor level. The position requires a strong research orientation with the ability to teach in one or more of the areas of international marketing, marketing management or marketing strategy. Duties include research and teaching at the undergraduate and graduate levels and professional service within the University and community. At the Associate professor level, candidates must possess a PhD in Marketing, a proven record of research performance with an active research program, demonstrated excellence in teaching and the ability to play a leadership role in our graduate programs, particularly the PhD program. At the Assistant professor level, candidates must possess a PhD in Marketing completed or near completion, have some record of publication, be actively engaged in a promising research program and be motivated and have the ability to contribute to our graduate programs, particularly the PhD. Salary is competitive and will depend on qualifications, experience and research record. The University of Manitoba is the principal business school in the province. The Faculty is housed in a new, well equipped building with state-of-the-art computer facilities and equipment. It has 55 full-time faculty members with 9 in the Department of Marketing and offers undergraduate, MBA and PhD programs. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples and persons with disabilities. Priority consideration will be given to Canadian citizens and permanent residents. The position is subject to final budget authorization. Complete

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DALHOUSIE UNIVERSITY

Assistant/Associate Professor of Finance

The School of Business Administration invites applications for a tenure-track position in Finance at the rank of Assistant or Associate Professor. Finance specialities desired are Business Finance, Financial Institutions, and Real Estate. Ph.D. in Finance and evidence of teaching effectiveness and research potential are required. Well-qualified ABDs who are close to obtaining Ph.D. may be considered for the rank of Assistant Professor. Candidates for the rank of Associate Professor should have a proven research record. The appointment involves teaching at the undergraduate and graduate levels. Position available July 1, 1999. Salary: Competitive. Dalhousie University is an employment equity/affirmative action employer. The University encourages applications from qualified Aboriginal People, persons with disabilities, racially visible people, and women. Applicants should send a c.v., names of three references, and a sample of research work to ***Dr. Iraj Fooladi, School of Business Administration, Dalhousie University, 6152 Coburg Road, Halifax, Nova Scotia, B3H 3J5, Canada***

UNIVERSITÉ YORK UNIVERSITY

Toronto, Canada

Tenure Track Appointment — 1999-00

York University, Faculty of Education, invites applications for the following new position:
LANGUAGE: Language & Literacy Education

The Context:
The Faculty of Education offers innovative pre-service, professional development and graduate programs (M.Ed, PhD). We are committed to building our teacher education programs around academic frameworks for language, culture and teaching. The Faculty values collaboration and an interdisciplinary orientation to education. Its staffing approach encourages tenure-track faculty in Education to work with educators seconded from their school boards and with colleagues from other academic departments across the University. The York Campus is ideally situated at the centre of the Greater Metropolitan Toronto area and the Faculty works closely with culturally diverse urban school settings.

The Candidates:
Candidates will have completed a doctorate and present evidence of broad engagement with study and practices associated with the position listed above. Candidates must present evidence of the ability to: establish a strong program of scholarly research; provide excellence and leadership in undergraduate and graduate teaching and supervision; collaborate with colleagues in the field and across the University; and, be actively involved in the field of education.

The Appointment:
While preference will be given to an appointment at the Assistant Professor level, initial rank and salary will be commensurate with qualifications and experience. The appointment would commence as early as 1 September 1999. York University is implementing a policy of employment equity, including affirmative action for women faculty. The Faculty of Education encourages applications from qualified people of colour, Aboriginal/First Nations people, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Applications:
A detailed letter of application should address your qualifications and research in relation to the advertised position and to the context described above. Submit your curriculum vitae, one sample of your scholarly writing, and only the names/addresses of three or more potential referees to:

Dr. Stan Shapson, Dean, Faculty of Education
c/o S853 Ross Bldg., York University,
4700 Keele Street, North York, Ontario M3J-1P3

Internet: bmerri@edu.yorku.ca (Bev Merriman, Secretary to Search Committee). Letters and C.V.s only can be sent online in WP format while scholarly materials must be mailed. Phone: 416-736-5002 (for further information; ask for Bev Merriman).

Closing Date: 30 November 1998

The UNIVERSITY of WESTERN ONTARIO

Dean of Science

Applications and nominations are invited for the position of Dean, Faculty of Science, The University of Western Ontario. The appointment, to be effective 1 July 1999, is for a period of five years, renewable. Candidates should have:

- an established reputation as an academic researcher and teacher;
- a vision for the study of science at a major Canadian research university;
- the administrative, interpersonal, and communication skills to provide dedicated and dynamic leadership for the academic programs and to capitalize on the research strengths within the Faculty.

The University of Western Ontario has a total enrolment of nearly 22,000 full-time equivalent students in graduate, undergreduate and professional programs. The Faculty of Science operetes on an annual budget approaching $30 million and has epproximately 170 full-time faculty members in nine departments: Applied Mathematics, Chemistry, Computer Science, Earth Sciences, Mathematics, Physics & Astronomy, Plant Sciences, Statistical & Actuarial Sciences, and Zoology. The Faculty of Science also offers Honors programs through the basic science departments in the Feculty of Medicine & Dentistry. Nearly 3400 full-time undergraduate etudents are registered in Science programs, and ths Faculty enrols students from across ths University as non-majors. The Faculty is very active in research and graduete teaching, with over 320 full-tims and 30 part-time graduete students. The Faculty of Science is affiliated with several major interdisciplinary research centres, including Surface Science Western and Interface Science Western, and has strong interdisciplinary programs in Environmentel Science and Genetics.

The Committee will begin its consideration of candidatce on **October 1, 1998.** Nominations and applications should be submitted to:

Dr. Greg Moran, Provost and Vice-President (Academic)
Room 107, Stevenson-Lawson Building
The University of Western Ontario
London, Ontario, N6A 5B8

Telephone (519) 661-3110
Fax (519) 661-3139

Applications should include a curriculum vitae and the nemce of et least three referees.

The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages epplications from all qualified individuals, including women, members of visible minorities, eboriginal persons, and persons with disabilities. Positions are subject to budget approvel. In eccordance with Canadian Immigretion requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

CHAIR OF ECONOMICS

The University invites applications for the position of Chair of the Economics Program. The Program offers an undergraduate degree and a joint graduate degree with the International Studies Program. Applicants should have a demonstrated commitment to both teaching and research. Field of specialization is open.

The Chair is responsible for the academic and administrative activities of the Economics Program. Excellent interpersonal skills and a capacity to work effectively with faculty, staff, students, the wider university and the community are important. Applicants should be appointable at the Associate Professor level. Salary will be commensurate with experience.

The starting date will be by arrangement, but no later than August 1999.

Please forward your curriculum vitae and names and addresses of three references (including telephone and fax numbers) by November 15, 1998 to: Dr. Deborah Paff, Vice-President Academic, University of Northern British Columbia, 3333 University Way, Prince George, BC V2N 4Z9. Fax: 250-960-7300. Inquiries may be made to : Dr. Robin Fisher, Dean of Arts, Social and Health Sciences, UNBC. Phone 250-960-5823. Email: fisher@unbc.ca.

UNBC
UNIVERSITY OF NORTHERN BRITISH COLUMBIA

IN ACCORDANCE WITH CANADIAN IMMIGRATION REQUIREMENTS, PRIORITY WILL BE GIVEN TO CANADIAN CITIZENS AND PERMANENT RESIDENTS OF CANADA. THE UNIVERSITY OF NORTHERN BRITISH COLUMBIA IS COMMITTED TO EMPLOYMENT EQUITY AND ENCOURAGES APPLICATIONS FROM WOMEN, ABORIGINAL PEOPLES, PERSONS WITH DISABILITIES AND MEMBERS OF VISIBLE MINORITIES.

ASSISTANT PROFESSOR BIOMECHANICS

The Faculty of Kinesiology invites applications for a full-time Assistant Professor in the area of biomechanics. The successful candidate must hold a doctoral degree with expertise in mechanics, biology, and bioenergetics. This position offers an independent research program and collaborative interactions within a multidisciplinary research environment. Duties will also include undergraduate and graduate student teaching and graduate student supervision.

Qualifications include a doctoral or equivalent degree, advanced post-doctoral training in research, and a proven record of research and teaching excellence. The selected candidate will receive up to three years of salary support from endowment funds in the Faculty of Kinesiology. Thereafter, the candidate must compete successfully for external salary support from agencies such as the Alberta Heritage Foundation for Medical Research, the Medical Research Council of Canada, and/or industry. If successful in obtaining external salary support, 75% protected time will be available for research.

For more information about the Faculty of Kinesiology, consult http://www.kin.ucalgary.ca/. The University of Calgary respects, appreciates and encourages diversity. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

Please submit curriculum vitae, brief description of your research, and three names of referees (including addresses, phone/fax, and email addresses) prior to November 1, 1998 to:

Dr. R. Zernicke, Dean
Faculty of Kinesiology
University of Calgary
2500 University Drive NW
Calgary, Alberta T2N 1N4

UNIVERSITY OF CALGARY

www.ucalgary.ca

ASSISTANT PROFESSOR GEOPHYSICS

Applications are invited for a tenure-track position in Geophysics to be appointed at the Assistant Professor level. Responsibilities will include undergraduate and graduate teaching, covering exploration geophysics and physics of the earth. The Department of Geology supports Geology, Environmental Geochemistry and Geological Engineering programs to which all faculty contribute. The Department is seeking a candidate who can integrate in to and complement existing departmental research interests. The successful candidate must have a PhD at the time of appointment and is expected to develop a significant, externally-funded research program.

Subject to budgetary approval, the position is available **September 1998**, and it is anticipated that an appointment will be made by January 1999. The Department of Geology is involved in rejuvenation of its faculty and anticipates significant opportunities for the successful candidate.

Applicants are asked to provide a curriculum vita, a statement of teaching and research plans, and the names and contact information of three (3) people who could serve as references. Applications should be sent to:

Dr. Joseph C. White
Chair, Department of Geology
University of New Brunswick
2 Bailey Drive
Fredericton, NB E3B 5A3 CANADA

In accordance with Canadian immigration policy, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of Employment Equity.

UNIVERSITY OF NEW BRUNSWICK

applications and three (3) letters of reference should be sent to: Dr. Walter Good, Head, Department of Marketing, University of Manitoba, Winnipeg, Manitoba, R3T 5V4. Appointment date is open; July 1999 preferred. The closing date for applications is September 30, 1998.

UNIVERSITY OF WESTERN ONTARIO — Marketing. The Richard Ivey School of Business, at The University of Western Ontario, is Canada's premier business school, recognized world-wide for the quality of its management education. The School's major activities include: a highly regarded MBA program; a small and selective undergraduate program; a well-established doctoral program; as well as an expanding portfolio of programs for managers, including a traditional Executive MBA program and an Executive MBA delivered via videoconferencing. The School is internationally oriented in terms of curricula, research, faculty, student exchanges, and was the editorial home for the Journal of International Business Studies from 1992 to 1997. New initiatives in the Asia-Pacific region and in the Americas make the School particularly interested in recruiting faculty with interests in either of these areas and appropriate language skills. The School supports faculty research dealing with issues of interest and relevance to practising managers leading to publication in top-quality academic and managerial journals. The Marketing Area Group has a mix of both business-to-business and consumer research interests. Our faculty is collegial and engages in interdisciplinary investigation as well as independent inquiry. Excellence in teaching and course development is highly valued. We are located in London, Ontario, a community of 331,000 within close proximity to Toronto and Detroit. We have Executive MBA facilities situated in Mississauga, just west of Toronto, and in Hong Kong. Road, air and train links to major Canadian and U.S. cities are excellent. The School is part of a larger University community with the equivalent of 26,000 full-time students. At least one probationary tenure track position, tenured appointment or limited term position in Marketing is available to being in July 1999. Although we are open in terms of teaching interests and approaches, a strong commitment to the practise of management is required, as is interest in the case method of teaching. All positions are subject to budget approval. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities. Applicants should send their Curriculum Vitae to Professor Mark Vandenbosch, Richard Ivey School of Business, The University of Western Ontario, London, Ontario, Canada N6A 3K7; Phone: 519-661-4019; Fax: 519-661-3959; e-mail: mvandenb@ivey.uwo.ca.

MATHEMATICAL SCIENCES

UNIVERSITY OF ALBERTA — Mathematical Finance Position (MF-99). The Department of Mathematical Sciences, University of Alberta, invites applications for a tenure-track Assistant Professorship in Mathematical Finance with some expertise in Actuarial Science starting July 1, 1999. The position requires a Ph.D and will be initially considered at the Assistant Professor level with the salary range $40,638 - $57,510. The successful candidate must be able to teach graduate courses on the modeling of the term structure of interest rates and on the mathematics of derivative securities. Moreover, the successful candidate must be willing to teach undergraduate courses in actuarial mathematics. Expertise in the areas of probability theory, stochastic analysis, stochastic differential equations, point processes, or stochastic control is highly desirable. Applicants are expected to possess a strong research record, outstanding promise for future research, excellent communication skills and leadership potential. The successful candidate must have a commitment to graduate and undergraduate education in mathematics and statistics. The Department of Mathematical Sciences has 64 faculty specializing in algebra, fluid dynamics, mathematical statistics, analysis, differential equations, stochastic processes, geometry, numerical analysis, and optimal statistical designs. (For further information, please see http://www.math.ualberta.ca.). Applications should include a curriculum vitae, research plan, and a teaching profile outlining experience and/or interests. Candidates should arrange for at least three confidential letters of reference to be sent to: S.O. Riemenschneider, Chair, Department of Mathematical Sciences, University of Alberta, Edmonton, Alberta T6G 2G1 Canada. Closing date for applications is Friday, January 8, 1999 or until a suitable candidate is found. Early applications are encouraged. Postdoctoral Positions: One to three postdoctoral positions may be available within the areas of stochastic processes, scientific computation, partial differential equations, mathematical modeling, and inference. One or more postdoctoral positions may be available in statistics, generalized linear models, survival analysis, missing data analysis and random effects models. These positions will be for one to two years, commencing any time between September 1998 and April 1999, with a competitive compensation package and a travel budget. Applications will be considered on an ongoing basis. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA — The Department of Mathematical Sciences at the University of Alberta invites applications for two tenure-track positions starting July 1, 1999. The positions require a Ph.D. and will be initially considered at the Assistant Professor level with the salary range $40,638 - $57,510. Functional Analysis (FA-99): A position is available for an outstanding candidate in functional analysis. We are particularly interested in a mathematician working in operator spaces, with an emphasis on Banach space and C* algebra aspects of the theory. Functional analysts in areas such as abstract harmonic analysis, geometric functional analysis, probabilistic methods in Banach spaces and in harmonic analysis, will also be considered. Postdoctoral Positions: One to three postdoctoral positions may be available within the areas of stochastic processes, scientific computation, partial differential equations, mathematical modeling, and inference. One or more postdoctoral positions may be available in statistics, generalized linear models, survival analysis, missing data analysis and random effects models. These positions will be for one to two years, commencing any time between September 1998 and April 1999, with a competitive compensation package and a travel budget. Applicants for all positions are expected to possess a strong research record, outstanding promise for future research, excellent communication skills and leadership potential. The successful candidate for tenure-track positions must have a commitment to graduate and undergraduate education in mathematical sciences. The Department of Mathematical Sciences has 64 faculty specializing in algebra, fluid dynamics, mathematical statistics, analysis, differential equations, stochastic processes, geometry, numerical analysis, and optimal statistical designs. (For further information, please see http://www.math.ualberta.ca.). In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications should include a curriculum vitae, research plan, and a teaching profile outlining experience and/or interests. Candidates should arrange for at least three confidential letters of reference to be sent to: S.O. Riemenschneider, Chair, Department of Mathematical Sciences, University of Alberta, Edmonton, Alberta T6G 2G1 Canada. The closing date for the tenure track position is Friday, January 8, 1999. Postdoctoral applications will be considered on an ongoing basis. Early applications are encouraged. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified men and women, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

MATHEMATICS & STATISTICS

THE UNIVERSITY OF NEW BRUNSWICK, Fredericton — Department of Mathematics and Statistics invites applications for a tenure-stream position at the Assistant-Professor level, effective July 1, 1999, subject to budgetary approval. Candidates are expected to have a PhD in analysis, applied mathematics or mathematical physics. Exceptional candidates from other areas of mathematics will also be considered. Applicants should have a proven record of research and successful experience in teaching. Preference will be given to candidates whose expertise could enable them to collaborate on research with at least one current member of the Department. Salary will depend on the candidate's qualifications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity. Applicants should provide their CVs and descriptions of their research and teaching interests, and arrange for three letters of reference to be sent. Application materials should be directed by e-mail, fax or post to Dr. Jon Thompson, Chair, Department of Mathematics & Statistics, University of New Brunswick, P.O. Box 4400, Fredericton, N.B. E3B 5A3; e-mail: dept@math.unb.ca; Fax: 506-453-4705; http://www.math.unb.ca/. The deadline for receipt of applications is November 16, 1998.

MEDICAL IMAGING

UNIVERSITY OF SASKATCHEWAN — The Academic Department of Medical Imaging, College of Medicine, University of Saskatchewan invite applications for a tenure-track faculty position in basic science. The appointment will be at Assistant Professor rank. This position will consolidate and carry forward existing department initiatives. We seek an individual with demonstrated expertise in clinical MRI, a strong publishing record and administrative skills to develop a dynamic research program in MRI. In addition, expertise in veterinary MRI is essential to support existing department programs. The applicant must possess a PhD in Physics or Biophysics, have a minimum of five years post-doctoral experience and be willing to teach courses at an undergraduate and graduate level. Canadian citizens are preferred but applications from all qualified individuals will be considered. The University of Saskatchewan is committed to employment equity. Members of designated groups (women, aboriginal people, people with disabilities, and visible minorities) are encouraged to identify them-

Senior Research Scientists

Vancouver, British Columbia

The BC Cancer Research Centre offers a multidisciplinary, translational research environment with approximately 250 staff members, including 45 scientists as well as 95 graduate students and post-doctoral fellows. Research departments include Advanced Therapeutics, Cancer Control Research, Cancer Endocrinology, Cancer Imaging, Medical Biophysics and Experimental Hematopoiesis (Terry Fox Laboratory), plus the evolving Genome Sequence Centre is adjacent. The Research Centre maintains an active graduate training program through cross-appointments of its senior scientists with the departments of Pathology and Laboratory Medicine, Physics and Medicine as well as Medical Genetics at the University of British Columbia.

The Terry Fox Laboratory and the Medical Biophysics Department of the BC Cancer Research Centre have two full-time positions for senior research scientists. Successful candidates will be expected to develop vigorous, independent research programs and to be eligible for appointment at the assistant or associate professor-level.

Terry Fox Laboratory

The Terry Fox Laboratory is a highly interactive, interdisciplinary facility with a staff of approximately 120 including 11 senior scientists as well as 55 graduate students and post-doctoral fellows. Its mandate is to carry out basic and applied cancer research with an emphasis on the cellular and molecular biology of hematopoiesis and immunology (www.terryfox.ubc.ca). The Terry Fox Laboratory provides a spectrum of capabilities including transgenic and gene knockout, FACS and level III facilities.

You will complement existing expertise by establishing a research program in molecular and cellular biology, developmental biology and/or functional genomics. There are also opportunities for collaboration with other members of the BC Cancer Research Centre.

Please apply to Dr Allen Eaves, Director, Terry Fox Laboratory (fax: 604.877.0712) at the address below.

Medical Biophysics Department

The Medical Biophysics Department has an ongoing commitment to studies in molecular and cellular radiation biology as well as translational research in tumour biology and therapy (www.bccancer.bc.ca). A staff of approximately 40 individuals includes 5 senior scientists as well as 12 graduate students and post-doctoral fellows. Resources include flow and image cytometry, cell sorting and novel tumour model systems *in vitro* and *in vivo*.

You will be expected to contribute to under-graduate and graduate teaching in radiobiology, and the training of radiation oncology residents. Preference will be given to individuals viewed as likely to develop interdepartmental collaborations within the BC Cancer Research Centre and/or translational research programs with BC Cancer Agency physicians.

Please apply to Dr Ralph Durand, Head, Medical Biophysics Department (fax: 604.877.6002) at the address below.

The screening of applicants will begin October 1, 1998 and continue until each position is filled. In accordance with Canadian Immigration policy, priority will be given to Canadian citizens and permanent residents.

Please forward a current curriculum vitae, a description of your proposed research program and the names/addresses of three referees, to:

BC Cancer Research Centre, 601 West 10th Avenue, Vancouver, BC V5Z 1L3.

BC Cancer Research Centre

M13117

selves. The position is available immediately. Please forward your application, curriculum vitae, and the names of three references by September 30/98 to: Dr. Brent Burbridge, Academic Head, Department of Medical Imaging, Royal University Hospital, 103 Hospital Drive, Saskatoon, SK, Canada S7N 0W8; Facsimile 306-655-2370 or E-mail burbridb@duke.usask.ca

UNIVERSITY OF SASKATCHEWAN — The Academic Department of Medical Imaging. College of Medicine, University of Saskatchewan invite applications for a two-year term faculty position. This appointment will be at the Assistant Professor rank. Applicants must have successfully completed a PhD program in mathematics and have two years post-doctoral experience. In-depth knowledge and practical experience in Magnetic Resonance Imaging in association with an Engineering degree are necessaries. Applicants must be willing to teach at an undergraduate and graduate level and be very interested in research activities. Canadian citizens are preferred but applications from all qualified individuals will be considered. The University of Saskatchewan is committed to employment equity. Members of designated groups (women, aboriginal people, people with disabilities, and visible minorities) are encouraged to identify themselves. The position is available immediately. Please forward your application, curriculum vitae, and the names of three references by September 30/98 to: Dr. Brent Burbridge, Academic Head, Department of Medical Imaging, Royal University Hospital, 103 Hospital Drive, Saskatoon, SK, Canada S7N 0W8, Facsimile 306-655-2370 or E-mail burbridb@duke.usask.ca.

MEDICAL SCIENCES

UNIVERSITY OF ALBERTA — The Pulmonary Research Group of the Department of Medicine, Faculty of Medicine and Oral Health Sciences, University of Alberta, invites applications for a Faculty position at the Assistant Professor/Associate Professor level. Applicants should hold an MD and/or PhD degree and have an excellent record of research at a postdoctoral level. The successful applicant will have demonstrated outstanding research capability. Knowledge in cell and molecular biology will be highly desirable. The candidate will be expected to conduct an independent research program in cellular and molecular biology pertaining to inflammation in asthma or related airway diseases. The position will be long term and will be funded through an external agency, and the incumbent will enjoy the privileges of the University Academic Rank. Remuneration will be based on the appropriate salary scale at the University of Alberta. The successful applicant will devote 75% of his/her time to research. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Interested candidates should submit their curriculum vitae, names and addresses (including e-mail and fax) of three (3) references, and an outline of their research interests to: Dr. Redwan Moqbel, Co-Director, Pulmonary Research Group, Room 574 HMRC, University of Alberta, Edmonton, Alberta, Canada, T6G 2S2. The closing date is October 30, 1998. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

MICROBIOLOGY & IMMUNOLOGY

UNIVERSITY OF BRITISH COLUMBIA — Virology or Protein Structure-Function. Applications are invited for a tenure track position of Assistant Professor in the Department of Microbiology and Immunology, University of British Columbia. The position is subject to final budgetary approval. Preference will be given to individuals with research experience in either one of the following two areas: (1) Virology; (2) Protein structure-function/protein engineering with an emphasis on microbial physiology. The successful applicant will be responsible for teaching an upper level undergraduate course in either virology or biotechnology and will eventually participate in teaching an introductory microbiology course. The existing members of the Department have attracted a high level of funding and the Department has a very successful graduate program. Please submit application, curriculum vitae and the names of three referees to Dr. G. Weeks, Department of Microbiology and Immunology, University of British Columbia, 300 - 6174 University Blvd., Vancouver, B.C., Canada V6T 1Z3. Applications should include a brief summary of research aspirations and be received by October 1, 1998. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents.

MUSIC

UNIVERSITY OF ALBERTA — Department of Music. The Faculty of Arts at the University of Alberta is engaged in an extensive process of staff renewal and is committed to ensuring that the substantial amount of hiring anticipated over the next several years will secure for the future the lively and productive intellectual environment on which we pride ourselves. The Department of Music is engaged in that renewal. Accordingly, applications are invited for a tenure track position in Ethnomusicology at the Assistant Professor level (1998-99 salary range from $40,638). Applicants should have a completed PhD with demonstrable potential for excellence in teaching and research. Duties will include teaching undergraduate courses and graduate seminars in ethnomusicology, advising theses and dissertations, assisting in the direction of the Centre for Ethnomusicology, taking part in interdisciplinary seminars, participating in departmental governance, and carrying on an active program of research and publication. Ethnomusicology at the University of Alberta is situated within a dynamic and collegial interdisciplinary graduate program and emphasizes a socially grounded, cross-cultural engagement with musical processes including involvement in performance, documentation and community partnerships through the Centre for Ethnomusicology. In addition to undergraduate and graduate programs in performance and composition, the Department offers the BA (hon), MA and PhD in music for students wishing to specialize in ethnomusicology, theory, or musicology. Within these programs, intellectual breadth is encouraged through study in all three areas as well as anthropology, cultural and critical theory, and other non-music disciplines. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Letter of application, curriculum vitae, three confidential letters of reference, and official transcripts of graduate work should be sent to Dr. Fordyce Pier, Chair, Department of Music, University of Alberta, 3-82 Fine Arts Building, Edmonton, Alberta, Canada, T6G 2C9. Appointment date: July 1, 1999. Application deadline: October 15, 1998. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

NURSING

UNIVERSITY OF ALBERTA — The Faculty of Nursing is looking for one (1) highly qualified individual for an academic position beginning July, 1999 at the assistant or associate professor level ($40,638 - $72,152). Appointment salary is commensurate with qualifications and experience. Preferred candidates will have clinical expertise and/or specialization in the areas of maternal-child, community health, or critical care nursing. Ideal candidates will have a doctoral degree, preferably in nursing. Other qualifications include, but are not limited to, a master's degree in nursing, and an established program of research as reflected in publications in refereed journals. Applicants must hold current nursing registration in Alberta or be eligible to be registered as a nurse in the Province of Alberta. Interested applicants please submit a curriculum vitae, and the names of three referees to Dr. Marilynn J. Wood, Dean, Faculty of Nursing, University of Alberta, 3-129 Clinical Sciences Building, Edmonton, Alberta, Canada, T6G 2G3. Closing date: October 31, 1998. Our vision, as we emerge from this and enter the next century, is to be indisputably recognized, nationally and internationally as one of Canada's finest universities. As a faculty member, you will have an opportunity to be part of this vision. In addition to excellence in education, the University of Alberta is situated on the banks of the North Saskatchewan River in the heart of our province's Capital City. Edmonton provides a rich cultural environment, clean and safe surroundings, a high quality of life in scenic western Canada and is within four hours of the famous Rocky Mountains. The University of Alberta is one of the largest, full-service, research-intensive universities in Canada. As one of six health science faculties at the University, the Faculty of Nursing is an important partner in the Coordinating Council of Health Sciences whose goal is the development of interdisciplinary opportunities for faculty and students. The Faculty of Nursing offers three undergraduate programs leading to a BScN degree; an Advanced Nursing Practice Master's program with thesis and non-thesis routes; and a PhD in Nursing program (the first such program in Canada). For more information please view our home page at www.ua-nursing.ualberta.ca. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

OPTOMETRY

UNIVERSITY OF WATERLOO — School of Optometry. Applications are being accepted for a probationary term (tenure track) appointment at the Assistant/Associate level in the School of Optometry, University of Waterloo. The successful candidate will be expected to carry out research and to instruct in the School's professional, graduate and/or clinical programmes. Preference will be given to candidates who have earned a PhD and demonstrated independent research capability in vision science/visual neuroscience or a related field. Salary is negotiable within a range commensurate with experience and qualifications. A letter of application, curriculum vitae and three confidential letters of reference should be sent by December 18, 1998 to Dr. Jacob Sivak, Director, School of Optometry, University of Waterloo, Waterloo, Ontario, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of funds. In accordance with Canadian immigration requirements priority will be given to Canadian Citizens and Permanent Residents of Canada.

ORGANIZATIONAL BEHAVIOUR

UNIVERSITY OF WESTERN ONTARIO — Organizational Behaviour. The Richard Ivey School of Business, at the University of Western Ontario, invites applications for a probationary tenure-track position or limited term position in Organization Behaviour starting Fall 1999. Qualifications include an earned doctorate in management, evidence of teaching excellence, and the potential to conduct high quality research. The Richard Ivey School of Business is recognized world-wide for the quality of its management education. The School's major activities include: a highly regarded MBA program, a small and selective undergraduate program, a well established doctoral program active in most major areas of management; as well as executive education programs for managers, including an expanding Executive MBA program and videoconferencing Executive MBA program. The School is internationally oriented in terms of curricula, research, faculty, and student exchanges. The School generously supports high quality faculty research dealing with issues of interest and relevance to practicing managers. Excellence in teaching, and course development is highly valued. The faculty is collegial and engages in interdisciplinary investigation as well as independent inquiry. As part of the school's recruiting campaign, approximately a dozen faculty with research interests in Organizations and Strategic Management have joined the faculty in the past few years. Recent faculty recruits include graduates of M.I.T., Carnegie-Mellon, Harvard, Northwestern, SUNY-Buffalo, Penn-

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ASSISTANT PROFESSOR

POLITICAL SCIENCE

UNBC
UNIVERSITY OF NORTHERN BRITISH COLUMBIA

The University is now accepting applications for a tenure-track position in Political Science at the level of Assistant Professor. The successful applicant should have a completed PhD at the time of appointment, and will specialize in the fields of Canadian Politics and Political Theory, and will have demonstrated excellence in teaching. The Program will also expect the successful candidate to teach resource politics. Evidence of an active research agenda and community service in the candidate's research area will be assets.

Salary: commensurate with education and experience. Starting date: by July 1, 1999.

Please forward your curriculum vitae and names and addresses of three references (including telephone and fax numbers) by October 30, 1998 at 4:30 pm to: Dr. Deborah Paff, Vice-President Academic, University of Northern British Columbia, 3333 University Way, Prince George, BC V2N 4Z9. Fax: 250-960-7300. Inquiries may be made to : Dr. Alex Michalos, Chair of Political Science, tel: (250) 960-6679, fax: (250) 960-5544, e-mail: michalos@unbc.ca

IN ACCORDANCE WITH CANADIAN IMMIGRATION REQUIREMENTS, PRIORITY WILL BE GIVEN TO CANADIAN CITIZENS AND PERMANENT RESIDENTS OF CANADA. THE UNIVERSITY OF NORTHERN BRITISH COLUMBIA IS COMMITTED TO EMPLOYMENT EQUITY AND ENCOURAGES APPLICATIONS FROM WOMEN, ABORIGINAL PEOPLES, PERSONS WITH DISABILITIES AND MEMBERS OF VISIBLE MINORITIES.

COADY INTERNATIONAL INSTITUTE

St. Francis Xavier University • Antigonish • Nova Scotia • Canada

LECTURER

Management of Development Organizations

The Coady International Institute is recognized nationally and internationally as a centre of excellence in community-based development. Through its innovative university-based programs and in collaboration with its partner organizations in developing countries, the Institute provides professional educational opportunities for the senior staff, managers and trainers of Southern development organizations.

The new lecturer will be responsible for designing and delivering courses, working on program development and implementation with partners overseas (particularly in Latin America), and for handling some administrative duties.

The ideal candidate will be a seasoned adult educator with a minimum of five years experience working on organizational development, management and change issues primarily with Latin American development organizations.

A commitment to participatory development and a strong grounding in participatory management models and practice are essential. A PhD in a relevant field and fluency in Spanish are preferred. Project management experience is an asset.

Consideration of applications will begin on October 1, 1998. An application accompanied by a curriculum vitae and the names of three referees may be sent to:

Director, Coady International Institute
St. Francis Xavier University
PO Box 5000, Antigonish, Nova Scotia, Canada B2G 2W5
Fax: (902) 867-3907 Email: nmaclean@stfx.ca

www.stfx.ca

St. Francis Xavier University is an equal opportunity employer.

Clinical Psychology

The Department of Psychology invites applications for a tenure-track Assistant Professor in our Canadian Psychological Association (CPA) accredited doctoral program in Clinical Psychology, commencing July 1 or September 1, 1999. The primary criteria for selection of the successful candidate will be potential research productivity, scholarship, and program "fit." Applicants should have demonstrated the potential to develop and sustain an independent research program. All areas of clinical research will be considered. Our faculty members embrace a clinical-scientist model and are active in research, teaching, and clinical training.

Responsibilities: Maintain a productive research program in clinical psychology, teach in the Department's graduate and undergraduate programs, and contribute to university service activities.

Qualifications: A completed Ph.D. in Clinical Psychology from a CPA/APA or APA accredited clinical psychology program, demonstrated ability to conduct research in clinical psychology, and evidence of effective teaching.

Calgary is a city of approximately 850,000 residents. It is located 50 miles to the East of the Canadian Rocky Mountains, and is a vibrant growing urban area. It has direct airport services to many U.S. cities and daily services to Europe.

The University of Calgary supports, appreciates, and encourages diversity.

Applications, including a statement of interest, curriculum vitae, recent publications, and four letters of recommendation should be sent by November 30, 1998 to:

Eric J. Mash, Ph.D.
Department of Psychology
University of Calgary
2500 University Drive N. W.
Calgary, AB T2N 1N4
Tel: (403) 220-4959 Fax: (403) 282-8249
email: mash@acs.ucalgary.ca
www.psych.ucalgary.ca

UNIVERSITY OF CALGARY

www.ucalgary.ca

The University of Manitoba

DEAN
FACULTY OF MANAGEMENT

The University of Manitoba invites applications and nominations for the position of Dean, Faculty of Management.

The Faculty of Management has a complement of 45 full-time academic staff, 20+ sessional lecturers, and 35 support staff. Programs leading to B.Comm. (Honors), M.Acc., M.B.A., M.Sc. and PhD degrees are currently offered. Enrolment in 1997-98 included 1,064 full-time and 221 part-time undergraduate students and 45 full-time and 120 part-time graduate students. The Faculty is situated in the Drake Centre for Management Studies which houses modern classrooms and computer labs, food services, the Career Services Centre and the Albert D. Cohen Management Library. The Faculty of Management is noted for excellent student relations, and enjoys strong, supportive linkages with the external private and public sectors, the most significant of which are the 280 Associates of the Faculty.

The Faculty requires a Dean with a proven capacity to provide academic and administrative leadership through collaboration and teamwork. The incumbent is expected to lead the Faculty in the further development of an effective teaching and learning environment, research and scholarship, and service to the University, community and professions, while sustaining and improving student, public and private sector relationships.

Applicants and nominees should have a solid record in teaching and research and be recognized for their excellent administrative abilities. An earned PhD or equivalent in a relevant discipline is expected.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people, and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents.

The effective date of appointment is July 1, 1999 and is normally for a term of five years. Applications (including curriculum vitae and the names of three referees) and nominations will be considered commencing **September 30, 1998.** Please forward in confidence to: **Dr. James S. Gardner, Vice-President (Academic) and Provost and Chair, Presidential Advisory Committee for the Appointment of the Dean of the Faculty of Management, Room 202 Administration Building, Winnipeg, Manitoba, R3T 2N2,** Phone: (204) 474-9444.

sylvania State, and U.N.C. - Chapel Hill. The School is located in London, Ontario, a community of 326,000 equidistant from Toronto and Detroit. The videoconferencing broadcast studio is located at the School and video sites include Vancouver, Calgary, Edmonton, Toronto, London, Ottawa and Montreal. The Executive MBA facility is situated in Mississauga, just outside Toronto. A second conference facility is located in Hong Kong, designed to support the school's Executive MBA program in Asia. Road, air and train links to major Canadian and U.S. cities are excellent. The School is part of a larger University community with the equivalent of 26,000 full-time students. The School seeks candidates for a probationary tenure track or limited term position at the level of Assistant, Associate, or Full Professor in the area of Organizational Behaviour. The position is available to begin in September, 1999 or possibly sooner. The successful candidate will demonstrate a strong commitment to the practice of management in both research and teaching. Because the School is embarking on a substantial program of teaching and research activities in Asia, a capability in Mandarin or Cantonese would be an asset (but is not required). Applications with especially strong research and teaching records will be considered for a tenured Associate Professor or Full Professor position. Because of the School's significant presence in executive programs, tenured faculty are expected to teach in programs for senior managers. This position is subject to budget approval. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and Permanent Residents of Canada. The Richard Ivey School of Business and The University of Western Ontario are committed to employment equity, welcome diversity in the workplace, and encourage applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities. Applicants should send their Curriculum Vitae to Professor Brian Golden, Organization Behaviour Area Coordinator, the Richard Ivey School of Business, The University of Western Ontario, London, Ontario, Canada N6A 3K7; Phone: 519-661-4178; Fax: 519-661-3959; E-mail: bgolden@ivey.uwo.ca.

PATHOLOGY & MOLECULAR MEDICINE

MCMASTER UNIVERSITY — Department of Pathology and Molecular Medicine, Neuroimmunology in Gastrointestinal Diseases, Assistant Professor Faculty Position. The Department of Pathology and Molecular Medicine, McMaster University invites applicants for a full-time junior faculty position that is currently available. The successful candidate is required to have a background in the area of neuroimmunology, particularly as it applies to gastrointestinal physiology and diseases. The candidate will join an active group in the Intestinal Disease Research Program (IDRP) and will be expected to collaborate closely with others in the group and develop his/her own independent program of research related to the interests of the IDRP. Preference will be given to candidates with experience in epithelial cell biology and neuropharmacology. In addition, preference will be given to candidates with evidence of independent research support and/or existing salary awards. Salary will be commensurate with experience. Applicants should send their C.V. and the names of three references by September 15, 1998 to: Dr. Jack Gauldie, Chairman, Department of Pathology and Molecular Medicine, Room 2N16, McMaster University, 1200 Main Street West, Hamilton, Ontario L8N 3Z5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McMaster University is committed to Employment Equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women.

PEDIATRICS

QUEEN'S UNIVERSITY — The Division of Neonatology of the Department of Pediatrics at Queen's University is seeking a full-time faculty member. Applicants must have completed or be in the final year of fellowship training in neonatology. The responsibilities of the position include clinical neonatal care, teaching and administration as well as research. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity programme, welcomes diversity in the work place and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities and visible minorities. Letters of application accompanied by a curriculum vitae and the names of three referees should be directed to: Dr. Kimberly E. Dow, Rm. 6-303, Doran 3, Kingston General Hospital, Kingston, Ontario K7L 2V7

PERINATAL RESEARCH

UNIVERSITY OF ALBERTA — The Perinatal Research Centre at the University of Alberta invites applications for a faculty position at the level of Assistant or Associate Professor. Qualifications include a Ph.D. or equivalent, at least two years of postdoctoral training, a demonstrated ability to conduct high quality research and the potential to establish an externally-funded research program. We are particularly interested in recruiting an individual with research interests in the areas of developmental neurobiology, myogenesis or lung development. The Perinatal Research Centre is comprised of basic and clinical investigators with a broad spectrum of interests pertaining to maternal, fetal and neonatal health. These include members from the Department of Physiology, Pharmacology, Cell Biology and Anatomy, Immunology, Pediatrics, Rehabilitation Medicine and the Division of Neurosciences as well as the Faculty of Nursing. The successful applicant must be prepared to utilize the Alberta Heritage Foundation for Medical Research, Medical Research Council of Canada or other similar funding agencies for salary support. Appointment will be in an appropriate Department/Faculty. Deadline for receipt of applications is October 1, 1998. Commencement date is negotiable. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Please submit a curriculum vitae, brief statement of research interests and career goals, and the name of three references to the Search and Selection Committee, Perinatal Research Centre, 220 HMRC, University of Alberta, Edmonton, AB T6G 2S2. For further information, consult www.ualberta.ca/PERINATAL.htm. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

PHARMACOLOGY & THERAPEUTICS

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Pharmacology & Therapeutics invites applications for a grant funded Assistant Professor term with review position. Candidates for this position must have a doctoral degree, a minimum of 3 years post-doctoral experience, and demonstrated outstanding research abilities. The candidate will be appointed in the Human Blood Vessel Laboratory of the Vancouver Vascular Biology Research Centre to study Ca^{2+} regulation, ion channels and signal transduction in vascular endothelium. In addition, the candidate should have extensive experience in patch-clamp electrophysiology and Ca^{2+} imaging. Experience in isolation of fresh intact endothelial cells from blood vessels is critical for these projects. Knowledge of computer programming and data analysis will be preferred. The candidate should have proven capability to attract external funding. Salary will be commensurate with qualifications and experience. This appointment is subject to final budgetary approval. The anticipated start date is 1 January, 1999. The deadline for application is 1 October, 1998 or until such time as a suitable candidate is identified. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. Applications, including a curriculum vitae, selected reprints, a statement of research interest, present research activities and the names of three referees should be sent to: Dr. C. van Breemen, Head, Dept. of Pharmacology & Therapeutics, The University of British Columbia, 2176 Health Sciences Mall, Vancouver, BC V6T 1Z3.

PHARMACY & NUTRITION

UNIVERSITY OF SASKATCHEWAN — College of Pharmacy and Nutrition, Assistant Professor - Pharmaceutical Sciences. Applications are invited for a full-time tenure-track position in the Division of Pharmaceutical Sciences. The applicant should possess a PhD degree in one of the pharmaceutical or related sciences. Special consideration will be given to those candidates with a background or teaching experience in clinical pharmacokinetics or pharmacokinetics. The successful candidate will be expected to carry out an active research program in an area that complements current faculty activities in synthetic medicinal chemistry, molecular biology, pharmaceutical/biopharmaceutical analysis, pharmaceutics/drug delivery, pharmacokinetics and drug metabolism. In addition, applicants will be expected to participate in teaching in both the undergraduate and graduate programs and responsibilities will be in the areas of basic and clinical pharmacokinetics. The College of Pharmacy and Nutrition offers two undergraduate programs in Pharmacy and Nutrition/Dietetics and M.Sc./PhD graduate programs in the Pharmaceutical Sciences, Pharmacy Practice and the Nutritional Sciences. Applicants should submit a curriculum vitae (including a description of research interests and teaching experience) and the names of three references by October 1, 1998 to: Dr. Dennis Gorecki, Head, Division of Pharmaceutical Sciences, College of Pharmacy and Nutrition, University of Saskatchewan, 110 Science Place, Saskatoon SK S7N 5C9 Canada. The University of Saskatchewan is committed to the principles of Employment Equity and welcomes applications from all qualified candidates. Women, people of aboriginal descent, members of visible minorities and people with disabilities are invited to identify themselves as members of these designated groups on their applications. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

PHILOSOPHY

UNIVERSITY OF TORONTO — Department of Philosophy invites applications for a tenure-stream position at the rank of Assistant Professor, to begin 1 July 1999. PhD and evidence of excellent teaching required. Area of specialization: bioethics. Duties will include research and teaching in area of specialization. Salary commensurate with qualifications. Applications, including a complete dossier, a writing sample, and at least three letters of reference, should be sent to the Chair, Department of Philosophy, University of Toronto, Toronto, Ontario, M5S 1A1. Closing date for receipt of applications: 2 October 1998. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages application from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities.

PHYSICAL HEALTH & EDUCATION

QUEEN'S UNIVERSITY — Faculty Position in Physiology of Exercise. The School of Physical and Health Education at Queen's University, Kingston, invites applications for a tenure track position at the rank of Assistant Professor. The appointment will commence July 1, 1999, subject to negotiation. The successful candidate will hold a Ph.D. in the physiological aspects of exercise with a strong theoretical background in exercise physiology, exercise biochemistry, nutritional science or related areas. The School maintains a balanced undergraduate program with strong physical and social science components. Both M.Sc. and Ph.D. degrees are offered in the area of physiology of exercise. The successful candidate must demonstrate strong teaching skills at both the undergraduate and graduate levels. Current undergraduate course offerings include physiology-based teaching units in the following areas: basic exercise physiology, fitness testing and lifestyle counselling, clinical exercise physiology, conditioning of athletes, nutritional aspects of sport and health promotion, aging and human growth and development. Current graduate courses provide advanced coverage of metabolic, cardiorespiratory and endocrine responses to acute exercise and physical conditioning and the use of exercise to prevent/treat chronic diseases. The successful candidate must provide evidence of strong research training and scholarly productivity, and an ability to secure external funding. It is expected that the successful candidate will develop an independent research program and also contribute to the School's collaborative research activities. Research skills should complement but not duplicate the School's current emphasis on metabolic and cardiorespiratory assessments of different exercising populations in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens or permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified men and women, including, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Letters of application, together with a curriculum vitae and names of three referees should be submitted by October 30, 1998. Dr. Joan M. Stevenson, Director School of Physical and Health

ASSISTANT/ASSOCIATE PROFESSOR DEPARTMENT OF EDUCATIONAL STUDIES

The Department of Educational Studies at the University of British Columbia, invites applications for a full-time, tenure track academic appointment in Educational Administration and Leadership at the Assistant or Associate Professor level. The appointment will become effective July 1, 1999, and will be subject to final budgetary approval.

The Faculty offers programs leading to PhD, Ed.D. M.A., and M.Ed. degrees, the Diploma in Education, and the B.Ed. degree with teacher certification. The Department of Educational Studies houses a range of programs and educational disciplines. It has 400 students enrolled in its doctoral and magistral programs and serves approximately 900 students enrolled in the Faculty's teacher education programs. All faculty are asked to assume some instructional responsibilities in post-baccalaureate or diploma programs.

We seek applicants with research and teaching interests in Educational Administration and Leadership whose work will complement existing expertise and perspective in the department. The successful candidate will be expected to contribute to the department's strong links with professional and scholarly associations in the field of Educational Administration in B.C. and beyond. He or she will have an earned doctoral degree and experience in educational leadership. Candidates are asked to provide evidence of research competence and preferably some post-secondary teaching experience.

The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Final date for applications: **November 1, 1998.**

Letters of application, curriculum vitae, the names, addresses and phone and fax numbers of three referees, together with a statement of research interests should be sent to:

Dr. Patricia Vertinsky, Professor and Head
Department of Educational Studies
Faculty of Education
2125 Main Mall — UBC Campus
Vancouver, B.C. CANADA V6T 1Z4

Telephone: (604) 822-8994
FAX: (604) 822-4244
E-mail: patricia.vertinsky@ubc.ca

Assistant Professor in Industrial-Organizational Psychology

The Department of Psychology invites applications for a tenure-track appointment in Industrial-Organizational Psychology, effective July 1, or September 1, 1999.

Responsibilities: Maintain a productive research program, teach in the department's graduate and undergraduate programs, supervise graduate students, and contribute to university service activities.

Qualifications: Ph.D. in Psychology or equivalent, evidence of effective teaching and a demonstrated ability to conduct research in industrial-organizational psychology. Teaching experience in research design and quantitative methods is an asset.

The appointment is with the University of Calgary, but the successful candidate will be expected to teach some University of Calgary courses at the Red Deer College campus, located in Red Deer, Alberta.

The University of Calgary respects, appreciates and encourages diversity.

Applications, including a statement of interest, curriculum vitae, recent representative works, and three letters of reference, should be sent by January 15, 1999, to:

Dr. Lorne Sulsky, Search Committee Chair
Department of Psychology
University of Calgary
2500 University Drive NW
Calgary, Alberta, T2N 1N4
Tel: (403)220-5050 Fax: (403)282-8249
e-mail: lmsulsky@acs.ucalgary.ca

UNIVERSITY OF CALGARY

www.ucalgary.ca

CRMRC

Conseil de recherches médicales du Canada Medical Research Council of Canada

Le Conseil de recherches médicales du Canada (CRM) est le principal organisme fédéral qui appuie la recherche dans le domaine de la santé. Le budget annuel du CRM, qui s'élève à 267 millions de dollars, octroie des subventions de recherche et des bourses pour la formation de personnel ainsi que pour le perfectionnement professionnel dans tout le Canada. Nous recherchons actuellement un(e) :

Directeur(rice) Adjoint(e), Direction des Programmes

Vous ferez partie d'une équipe de gestion composée de huit personnes responsables de l'administration de la Direction des programmes et de ses activités. Vous agirez en tant que chef de file d'une équipe de 3 à 5 personnes chargée d'assurer l'administration, la gestion, le développement et le support scientifique au processus d'examen par les pairs, à l'organisation de visites sur place ainsi qu'au financement de la recherche et de ses politiques. Vous serez responsable d'une unité de la direction des programmes. D'excellentes aptitudes en gestion, en organisation, en résolution de problèmes ainsi qu'en communication sont primordiales pour fonctionner dans un environnement de travail trépident où l'établissement des priorités s'avère un défi quotidien. Le ou la candidat(e) sera parfois appelé(e) à voyager et à travailler à l'extérieur de l'horaire normal de travail.

Le ou la candidat(e) devra posséder :

- un doctorat ou l'équivalent dans un secteur de la recherche en santé ou une maîtrise en administration de la santé avec une expérience considérable dans un milieu de recherche en santé;
- l'expérience de la recherche indépendante dans un domaine de la santé, préférablement la recherche en santé;
- l'expérience de la supervision de personnel administratif;
- l'expérience de l'administration de la recherche constitue un atout important;
- la capacité de travailler dans les deux langues officielles. (Les candidat(e)s retenu(e)s seront assujetis à des examens de compétence linguistique.)

Le CRM souscrit à l'équité en matière d'emploi. La priorité sera accordée aux citoyens canadiens.

Salaire : 59 295$ à 77 646$, plus une prime au bilinguisme de 800 $ par année. Ce salaire comprend la rémunération des heures supplémentaires. Une vérification approfondie de la fiabilité doit être effectuée avant l'embauche du/de la candidat(e).

Un seul poste est actuellement disponible. Cependant, nous établirons une liste d'admissibilité pour des postes semblables.

Veuillez faire parvenir votre demande, au plus tard le **30 septembre 1998**, à :

Robert Rowan
Gestionnaire, Ressources humaines
CRM — 5e étage, tour B, Holland Cross
1600, rue Scott (Indice de l'adresse : 3105A)
Ottawa (Ontario) K1A 0W9

Téléphone : (613) 954-1955
Télécopieur : (613) 954-1800
Site Web : www.crm.gc.ca

Nous tenons à remercier à l'avance tous ceux et celles qui poseront leur candidature.
Nous communiquerons seulement avec les personnes invitées en entrevue.

Canada

Education, Queen's University, Kingston, Ont. K7L 3N6; e-mail: stevens@post.queensu.ca; Telephone: (613) 545-6000 ext. 4717; Fax: (613) 545-2009.

PHYSICS

UNIVERSITY OF TORONTO — Experimental Condensed Matter. The Department of Physics will make a tenure track appointment to the rank of Assistant Professor with an expected starting date of 1 July 1999. This appointment will be in the area of experimental condensed matter physics, and a one of several appointments being made in the Department of Physics in 1999. We seek candidates with a PhD in Physics, with proven or potential excellence in both research and teaching. Preference will be given to a candidate who will undertake a programme in advanced materials, and who will strengthen and complement the Department's existing research programmes in strongly interacting electronic systems. However, we invite outstanding candidates working in other areas of experimental condensed matter physics to apply. We urge prospective candidates to visit our home page at http// www.physics.utoronto.ca/. Salary will be commensurate with qualifications and experience. Applications, including a curriculum vitae, a statement of research interests and three letters of reference, should be sent to Professor Pekka K. Sinervo, Chair, Department of Physics, University of Toronto, 60 St. George Street, Toronto, Ontario, Canada M5S 1A7. The deadline for the receipt of applications and letters of recommendation is 31 October 1998. The University of Toronto is committed to employment equity and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

UNIVERSITY OF TORONTO — Department of Physics, Experimental Nonlinear or Biological Physics. The Department of Physics will make a tenure track appointment at the rank of Assistant Professor with an expected starting date of July 1, 1999. This is one of two appointments being made in the area of experimental condensed matter physics. An appointment at a higher rank may also be considered. We seek candidates with a PhD in Physics, with proven or potential excellence in both research and teaching. Our goal is to find a candidate with a strong experimental background and an innovative, interdisciplinary outlook. We are interested in the general area of physics far from equilibrium: nonlinear physics (e.g. pattern formation, granular media, fracture) or biological physics (e.g. DNA dynamics, chemotaxis). We also invite outstanding candidates working in related areas of experimental soft condensed matter physics to apply. Salary will be commensurate with qualifications and experience. Applications, including a curriculum vitae, a summary of proposed research and three letters of reference should be sent to: Professor Pekka Sinervo Chair, Department of Physics University of Toronto 60 St. George Street Toronto, Ontario M5S 1A7 Canada. The deadline for the receipt of applications and letters of recommendation is Oct. 31, 1998. We urge prospective candidates to visit our home page at http://www.physics.utoronto.ca/. In accordance with Canadian immigration requirements, this advertisement is directed to both Canadian citizens and permanent residents of Canada. The University of Toronto is committed to employment equity and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

UNIVERSITY OF ALBERTA — The Department of Physics. University of Alberta, invites applications for a tenure-track faculty position in astrophysics. We are primarily interested in candidates in theoretical astrophysics, but outstanding candidates in related areas are encouraged to apply. Applicants are expected to possess an exceptionally strong and internationally recognized research record, and outstanding promise for future research accomplishments. The successful candidate must also have a commitment to undergraduate and graduate education in both physics and astrophysics. We seek candidates at the Assistant Professor level, but a truly exceptional candidate at a higher level may be considered. The Department of Physics has 36 faculty, with 12 in the Astrophysics Focus Area. Their research is in laboratory astrophysics, observational astronomy, plasma physics, space physics, gravity, and cosmology. See www.phys.ualberta. ca for further information. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The application should include a curriculum vitae, a research plan, and a teaching profile outlining experience and/or interests. The applicant must have at least three confidential letters of reference sent to the address below on or before the closing date, November 1, 1998. The starting date is either January 1, 1999, or July 1, 1999. Astrophysics Selection Committee Dr. John Samson, Chair Department of Physics University of Alberta 412 Avadh Bhatia Physics Lab Edmonton, Alberta, Canada T6G 2J1 Fax: (403) 492-0714 e-mail: dept@phys. ualberta.ca The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

MCGILL UNIVERSITY — Experimental Condensed Matter Physics. The Department of Physics at McGill University invites applications for a tenure-track position at the rank of Assistant Professor, beginning no later than September 1999. The appointment will be in the area of experimental Condensed Matter Physics with an emphasis for candidates in the area of mesoscopic or nanoscale science. The applicant will be expected to become a member of the Centre for the Physics of Materials which includes faculty members from the Physics and Chemistry Departments as well as research scientists in industrial laboratories. The focus of the Centre a on research at the boundary between Condensed Matter Physics and Materials Science. It has a wide range of preparation, measurement and characterization facilities and one of its major strengths is the extensive interaction and collaboration that exists between theory and experiment. The department a also active in High Energy Physics, Nuclear Physics and Theoretical Atmospheric Physics. For more information about McGill and the Physics Department you are invited to consult our home page at http://www.physics.mcgill.ca. We seek candidates with proven or potential excellence in both research and teaching. Applications together with a detailed curriculum vitae, a statement of research and teaching interests and three letters of reference should be sent to: Prof. I. Barrette, Chair, Department of Physics, McGill University, 3600 University Street, Montreal, Quebec, Canada, H3A 2T8. Review of applications will begin October 20, 1998. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

UNIVERSITY OF WATERLOO — Physics. Faculty Position in Condensed Matter Physics, Department of Physics, University of Waterloo. The Department of Physics, University of Waterloo, invites applications for a tenure-track position at the Assistant Professor level in the area of theoretical or experimental, hard or soft condensed matter physics, to begin in September 1999. Candidates in all areas of condensed matter physics will be considered. In exceptional cases appointment at a more senior level will be considered. Further information about the Department can be found on our WEB page http://www.science.uwaterloo.ca/physics. Applicants must have a PhD degree, a record of research accomplishments normally achieved through postdoctoral experience, and promise for excellence in teaching. Salary range commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of research accomplishments, a brief research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be received by November 2, 1998 and addressed to Dr. B. Torrie, Condensed Matter Physics Search Committee, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, Tel: (519) 888-4567, Ext. 6831; E-mail: PHYSICS@UWATERLOO.CA. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

UNIVERSITY OF WATERLOO — Physics. Faculty Position in Extragalactic Astronomy/Cosmology, Department of Physics, University of Waterloo. The Department of Physics, University of Waterloo, invites applications for a tenure-track position at the Assistant Professor level in the area of extragalactic astronomy to begin in September 1999. We are particularly interested in a person who has aptitude with data in the areas of background radiation, large-scale structure of the Universe, or galaxy formation. Outstanding candidates in other areas of astrophysics and gravitation will also be considered. In exceptional cases appointment at a more senior level will be considered. Further information about the Department can be found on our Web page at http://www.science.uwaterloo.ca/physics. Applicants must have a PhD degree, a record of research accomplishments normally achieved through postdoctoral experience, and promise for excellence in teaching. The salary range will be commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of research accomplishments, a brief research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be received by November 2, 1998 and addressed to Dr. R.B. Mann, Astrophysics Hiring Committee, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Tel: (519) 888-4567, Ext. 6831; e-mail: physics@uwaterloo.ca In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

UNIVERSITY OF WATERLOO — Physics. Faculty Position in Laser Physics, Department of Physics, University of Waterloo. The Department of Physics, University of Waterloo, invites applications for a tenure-track position at the Assistant Professor level in the field of experimental laser physics, with applications in one or more of the following areas: ultrafast phenomena, materials processing, biomaterials, particle trapping and manipulation, to begin in September 1999. Candidates in all areas of laser physics will be considered. In exceptional cases appointment at a more senior level will be considered. Further information about the Department can be found on our WEB page http://www.science.uwaterloo.ca/physics. Applicants must have a PhD degree, a record of research accomplishments normally achieved through postdoctoral experience, and promise for excellence in teaching. Salary range commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of research accomplishments, a brief research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be received by November 2, 1998 and addressed to Dr. D. Strickland, Laser Physics Search Committee, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, Tel: (519) 888-4567, Ext. 6831; E-mail: PHYSICS@UWATERLOO.CA. In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizen and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

UNIVERSITY OF WATERLOO — Physics. Faculty Position in Extragalactic Astronomy/Cosmology, Department of Physics, University of Waterloo. The Department of Physics, University of Waterloo, invites applications for a tenure-track position at the Assistant Professor level in the area of extragalactic astronomy to begin in September 1999. We are particularly interested in a person who has aptitude with data in the areas of background radiation, large-scale structure of the Universe, or galaxy formation. Outstanding candidates in other areas of astrophysics and gravitation will also be considered. In exceptional cases appointment at a more senior level will be considered. Further information about the Department can be found on our Web page at http://www.science.uwaterloo.ca/physics. Applicants must have a PhD degree, a record of research accomplishments normally achieved through postdoctoral experience, and promise for excellence in teaching. The salary range will be commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of research accomplishments, a brief research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be received by November 2, 1998 and addressed to Dr. R.B. Mann, Astrophysics Hiring Committee, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, Tel: (519) 888-4567, Ext. 6831; E-mail: physics@uwaterloo.ca In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

PLANNING

UNIVERSITY OF WATERLOO — The School of Planning at the University of Waterloo invites applicants for a faculty position in Urban Planning and Design. The candidate should be able to link theory with professional planning practice and provide leadership in applying computer design and analysis aids. The selected candidate will possess research and policy experience in one or more of: planning and management of environmental and built aspects of land use and development, urban environmental dynamics, site planning, or design and rehabilitation of built environments. Ability to address one or more cross cutting themes such as: environmental health, heritage, sustainability, human ecology or urban design would be an asset. The candidate a expected to be a strong contributor to the School's PhD, Master's and Bachelor's programs, and scholarly research activity. Applicants should have a PhD in planning or related field. Appointment, academic rank, tenure-track or definite term and salary will be commensurate with the candidate's qualifications and experience. The appointments will be effective September 1, 1999. Applications must include a letter of application stating career objectives, approach to learning and teaching, and research goals. Applicants must include with the letter of application a current curriculum vitae, and names (with contact information) of four referees. The first stage in the review of applicants will be based on the letter of application and C.V. References will be contacted for those being considered in the second stage of review. Complete applications are due by October 15, 1998. Applications should be sent to: Dr. Ross T. Newkirk, Director, School of Planning, Faculty of Environmental Studies, University of Waterloo, Waterloo, ON N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, Native peoples, and persons with disabilities. This appointment is subject to the availability of funds. The School of Planning a part of the Faculty of Environmental Studies that includes a School of Architecture, a Department of Environment and Resource Studies, and a Department of Geography. In addition, it has the Mapping, Analysa and Design technical unit that provides

An unwavering commitment to excellence in research, teaching and service.

Dean Faculty of Social Work

The University of Calgary invites applications and nominations for the Dean of the Faculty of Social Work, with a term commencing July 1, 1999. The successful candidate will be expected to assume all duties, responsibilities, powers, functions and entitlements of the Office of Dean in an appointment as Acting Dean for the period January 1, 1999 to June 30, 1999.

The Faculty of Social Work has a province-wide mandate to offer bachelor's, master's, and doctoral degrees. The Faculty has 300 undergraduate students, 140 graduate students, and 29 faculty members, as well as three academic divisions, in Calgary, Edmonton, and Lethbridge. One of the country's leading schools of social work, it has internationally recognized scholars who are committed to excellence in professional practice, research and teaching.

The Faculty requires a Dean with a doctoral degree in social work, with integrity and a progressive vision for the future, and with the academic and administrative ability to foster excellence in the study and practice of social work. It seeks an enthusiastic scholar, administrator, teacher, and leader with a penchant for thoughtful innovation - a person who facilitates the scholarly and professional development of the discipline, who serves as a catalyst for positive interactions with all of its constituents, and who cultivates and mobilizes planning and resources to achieve commonly determined goals.

The Faculty seeks an administrator who collaborates, empowers, shares governance and translates vision into action. The successful applicant will respect and participate fully in the democratic and transparent structures the Faculty has designed collectively.

Committed to dealing effectively with change, the University of Calgary promotes linkages between research and teaching, staff and students, practice and scholarship and among provincial, national and international communities. The University is also undergoing a process of curriculum redesign, in which the Faculty will be much involved. The Dean will lead collaboratively in this environment.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity.

A profile of the University and the Faculty of Social Work is available on the World Wide Web at http://www.ucalgary.ca/UofC/faculties/SW/

Applications, including a Curriculum Vitae and confidential letters from three referees, should be submitted by October 16, 1998, to:

Dr. Ronald Bond, Vice-President (Academic)
University of Calgary
2500 University Drive NW
Calgary, Alberta T2N 1N4

UNIVERSITY OF CALGARY

www.ucalgary.ca

DEAN FACULTY OF EDUCATION

The University of British Columbia welcomes applications and nominations for the position of Dean of the Faculty of Education. UBC, a publicly supported university comprising twelve faculties, nine schools and numerous centres and institutes, ranks as one of Canada's top internationally recognized centres of research and learning.

As the senior administrative officer of the Faculty, the Dean will champion the development of visionary initiatives in research and education within the university, and in local and global communities. Working in partnership with the University's senior administration, the Dean will provide the dynamic leadership required to meet the challenges articulated in the President's Trek 2000 vision document, and to maintain strong, productive relationships with government, and public and professional constituencies related to the Faculty's programs.

In addition to an internationally recognized research record, the incumbent will demonstrate a commitment to teaching excellence, proven administrative leadership, and a willingness to initiate and manage change to ensure the Faculty's programs are of the highest calibre. Candidates must have the academic credentials and record of scholarly and professional achievement consistent with an appointment to the academic rank of Professor.

Among institutions offering education programs provincially and nationally, UBC's Faculty of Education is distinctive because of its size; the comprehensive nature of its programs; its approaches to First Nations education; the range of its graduate programs; and its involvement in a variety of international and interdisciplinary initiatives. It has achieved distinction in a number of research areas including equity, English-as-a-second-language and special education.

The Faculty, comprised of five departments, the School of Human Kinetics and four centres, ranks as one of the leading research Faculties of Education in Canada. It offers a variety of initial teacher education programs (post-degree) leading to the Bachelor of Education, including the Native Indian Teacher Education Program, continuing professional education leading to the Diploma in Education, and magistral and doctoral programs. With an annual operating budget of $18 million and external research support averaging $2 million per year, about 150 full-time professorial and 250 part-time staff deliver programs to approximately 1,300 undergraduate and 1,200 graduate students in the Faculty.

This appointment is for a term of six years, is renewable, and has a preferred start date of July 1, 1999. Applications and nominations will be received until **October 31, 1998** or until the position is filled.

UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada in the first instance. Applications and nominations should be forwarded in confidence to the **Provost and Chair, Dean of Education Search Committee, UBC, 6328 Memorial Road, Vancouver, BC V6T 1Z2.**

Visit UBC at http://www.ubc.ca/index.html

The UNIVERSITY of WESTERN ONTARIO

Dean of Arts

Applications and nominations are invited for the position of Dean, Faculty of Arts, The University of Western Ontario. The appointment, to be effective 1 July 1999, is for a period of five years, renewable. Candidates should have an established reputation as a scholar and teacher and should have the necessary administrative and interpersonal skills to provide leadership for the continuing development of the academic programs and research within the Faculty.

The University of Western Ontario has a total enrolment of nearly 22,000 full-time equivalent students in graduate, undergraduate and professional programs. The Faculty of Arts has approximately 120 full-time faculty members in six departments: Classical Studies, English, French, Modern Languages and Literatures, Philosophy, and Visual Arts. Over 1500 full-time undergraduate students are registered in Arts programs, and many times this number are enrolled in Arts courses while pursuing programs in other Faculties. The Faculty is very active in research and graduate teaching, with over 200 full-time graduate students and others who are pursuing graduate studies on a part-time basis. The Faculty of Arts is affiliated with two interdisciplinary research centres: the Centre for the Study of Theory and Criticism and the Centre for Women's Studies and Feminist Research.

The Selection Committee will begin its consideration of candidates on **October 1, 1998.** Nominations and applications should be submitted to:

Dr. Greg Moran, Provost and Vice- President (Academic)
Room 107, Stevenson-Lawson Building
The University of Western Ontario
London, Ontario, N6A 5B8

Telephone (519) 661-3110
Fax (519) 661-3139

Applications should include a curriculum vitae and the names of at least three referees.

The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals, including women, members of visible minorities, aboriginal persons, and persons with disabilities. Positions are subject to budget approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

CLASSIFIEDS

computing facilities and professional staff to support teaching and research in GIS, remote sensing, computer aided design, modeling and simulation. Additional information about the Faculty may be found at: http://www.fes.uwaterloo.ca/. The successful candidate will be able to consult and participate broadly with colleagues in the Faculty and will have access to advanced computing and other research and teaching facilities.

POLITICAL SCIENCE

UNIVERSITY OF TORONTO — The Department of Political Science and the Peace & Conflict Studies Program at the University of Toronto invite applications for a tenure track position in the field of Peace and Conflict Studies. The position will be at the rank of Assistant Professor beginning July 1, 1999. Applicants should have an active research interest in some aspect of the causes or resolution of international, civil, or ethnic conflict. Applicants should also have a PhD or be near completion and have a strong record of teaching. Teaching responsibilities will be at the graduate and undergraduate levels. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities. Applicants should ask 3 referees to send letters of recommendation under separate cover to the address below. Applicants should also send a current curriculum vitae to: Professor Robert C. Vipond, Chair, Department of Political Science, University of Toronto, 100 St. George Street, Toronto, Ontario, Canada, M5S 3G3. Deadline: October 9, 1998.

UNIVERSITY OF TORONTO at Mississauga, Erindala College, Department of Political Science. University of Toronto at Mississauga, Department of Political Science invites applications for a tenure-track position in International Relations/International Political Economy at the rank of Assistant Professor, beginning July 1, 1999. Demonstrated excellence in research and teaching is sought. Candidates should have a PhD or be close to completion. Preference will be given to applicants with teaching and research interests in International Political Economy. The successful candidate will teach undergraduate and graduate courses. Salary will be commensurate with qualifications and experience. Applicants should send a Curriculum Vitae, teaching portfolio or dossier, and statement of teaching specializations and research interests, to the address below. Applicants should also ask 3 referees to send letters of recommendation under separate cover. Address all correspondence to Professor Robert C. Vipond, Chair, Department of Political Science, University of Toronto, 100 St. George Street, Toronto, Ontario, Canada, M5S 3G3. In accordance with its employment equity policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples, and persons with disabilities.

PSYCHOLOGY

YORK UNIVERSITY — Faculty of Arts, Department of Psychology. Applications are invited for a tenure-track position at the assistant professor level in the area of Pediatric/Child Neuropsychology. The specific specialization focus is open. Duties include teaching m both the graduate and undergraduate programs. A PhD in psychology is required. Candidates should have a promising publication record and program of research. Enquines and applications, with a curriculum vitae, three letters of reference, and relevant reprints should be diretted to: Prof. Sandi a W. Pyke, Chau, Department ol Psychology, Faculty of Arts, York University, 4700 Keele St., Toronto, Ontario, M3J 1P3; Fax: (416) 736-58 14. A review of applications will begin November 1 and continue until the position is filled. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. All positions at York University are subject to budgetary approval.

UNIVERSITY OF ALBERTA — The Department of Psychology at the University of Alberta is seeking applications for three appointments in the general area of cultural aspects of communication, social processes, and/or cognition. This set of appointments will add a new theme to departmental research and teaching - a focus on social-cultural influences on psychological processes - while complementing existing specializations. Successful applicants will be expected to contribute to development of this new emphasis. Applicants should have demonstrated excellence and ongoing programs of research in one of the following areas: abnormal psychology, cognitive psychology, cognitive science, developmental psychology, personality psychology, psychology of aging, psychological aesthetics, social psychology, or applied research focused on issues in education, health, multi-culturalism, or technological innovation. Within the general theme of cultural aspects of communication, social processes, and/or cognition, one will be in the psychology of aging, and one in any of the areas noted above. Hiring decisions will be based on demonstrated excellence in research capability, teaching ability, the potential for intradepartmental and interdisciplinary collaboration, and fit with departmental needs. These tenure-track appointments will be made at the assistant professor level (salary floor $40,638) effective July 1, 1999. The PhD must be completed by July 1, 1999. In accordance with Canadian immigration requirements, this advertisement is diretted to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. A curriculum vitae, a description of current and planned research, copies of recent publications, and at least three letters of reference should be sent to: Dr. Charles H.M. Beck, Acting Chair, Department of Psychology, P220 Biological Sciences Building, Unversity of Alberta, Edmonton, Alberta, Canada, T6G 2E9. Applications for the competition should be received by November 15, 1998. The Unversity of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

DALHOUSIE UNIVERSITY — Department of Psychology. Experimental/Quantitative Psychologist. A full-time, probationary tenure-track, Assitant Professorship, effettive 1 September 1999, is available for an experimental psychologist, any area, who is strong in quantitative methods, experimental design, and psychological statistics. A commitment to developing a vigorous research program in any area of experimental psychology and to undergraduate and graduate teaching in the quantitative area is essential. In accordance with Canadian immigration regulations, this advertisement is diretted in the first instance to Canadian citizens and landed immigrants, but all qualified candidates are encouraged to apply. This position is subjett to final budgetary approval. Submit a letter of application, a curriculum vitae, and three letters of reference to Dr. Raymond Klein, Department of Psychology, Life Sciences Centre, Dalhousie University, Halifax, Nova Scotia, Canada B3H 4J1, or by FAX (902) 494-6585. A short-list will be drawn up on the basis of applications received by 30 November 1998, although applications may still be considered after that date until the position is filled. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified women, Aboriginal peoples, racially visible people and persons with a disability. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

DALHOUSIE UNIVERSITY — The Department of Psychology at Dalhousie University has a full-time probationary tenure-track faculty position in developmental psychology, effective 1 September 1999. Applicants are expected to hold a PhD. A commitment to developing a vigorous research program and to undergraduate teaching is essential. We are particularly interested in applicants who focus on childhood with research interests in early social cognition, early language development, and/or the interaction of language and thought. This position is subjett to final budgetary approval. Applicants should include a curriculum vitae, recent publications, and arrange for three letters of reference to be sent diretly by referees to Dr. Phil Dunham, Department of Psychology, Dalhousie University, Halifax, Nova Scotia, Canada, B3H 4J1, Fax (902) 494-6585. A short-list will be drawn up on the basis of applications received by 30 November 1998, although applications may still be considered after that date until the position is filled. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified women, Aboriginal peoples, racially visible people and persons with a disability. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

UNIVERSITY OF ALBERTA — Three Tenure-Track Assistant Professor Positions in Brain & Behaviour
The Department of Psychology, Faculty of Science at the University of Alberta, is seeking to expand its development in the area of Brain and Behaviour. Over the next two years, three tenure-track positions at the level of assistant professor (salary floor $40,638) will be open to competition. The first appointment will be effettive July 1, 1999; the second and third appointments will be effective July 1, 2000. Applicants should have expertise in any one of the following or related approaches to the study of brain and behaviour: neural plasticity and development, brain dysfunction, computational or systems, and comparative cognition. Applicants must have completed their PhD or equivalent degree by July 1, 1999. The expectation is that the successful candidate will secure NSERC, MRC, AHFMR, or equivalent funding. Hiring decisions will be made on the basis of demonstrated research capability, teaching ability, the potential for interactions with colleagues, and fit with departmental needs. In accordance with Canadian Immigration requirements, this advertisement is diretted to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. A curriculum vitae, a description of current and planned research, copies of recent publications, and at least three letters of reference should be sent to: Dr. Charles H.M. Beck, Acting Chair, Department of Psychology, P220 Biological Sciences Building, University of Alberta, Edmonton, Alberta, Canada, T6G 2E9. The closing date for applications for the position available July 1, 1999 is November 15, 1998. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

YORK UNIVERSITY — The Kinesiology and Health Science Program, Faculty of Arts at York University, invites applications for a tenure-track, assistant professor position in Health Psychology. See listing under Kinesiology for further details.

ST. JEROME'S UNIVERSITY, Department of Psychology: St. Jerome's University is a liberal arts, Roman Catholic institution federated with the University of Waterloo that emphasizes teaching excellence. Applications are invited for a tenure track position at the level of Assistant Professor to commence on July 1, 1999 contingent upon funding. Successful candidates will possess some combination of the following characteristics: 1) research interests and expertise in some aspect of human sexuality, 2) comfort in a student-centered atmosphere in which collegiality and interpersonal sensitivity are highly valued, 3) a commitment to excellence in teaching and collaborative research with undergraduates, 4) potential for administrative and leadership responsibilities. Successful candidates will also have the opportunity to contribute to the Studies in Sexuality, Marriage and the Family program at St. Jerome's University. Preference will be given to female candidates, as well as to applicants who are familiar with and supportive of the traditions of the Roman Catholic faith. All candidates must have completed a PhD in Psychology by the date of hire. Applicants should send the following materials: 1) a curriculum vita, 2) the names of three persons who have been requested to send confidential letters of reference, 3) a detailed cover letter explaining how you meet our desired qualifications, 4) teaching evaluations (if available). Applications should be mailed by November 15, 1998 to: Dr. John K. Rempel, Chair, Department of Psychology, St. Jerome's University, Waterloo, Ontario, Canada, N2L 3G3. For more information about St. Jerome's University, please see our website at www.usjc.uwaterloo.ca. In accordance with Canadian immigration requirements, this advertisement is diretted to Canadian citizens and permanent residents.

UNIVERSITY OF SASKATCHEWAN — Department of Psychology, Clinical Psychology. Applications are invited for a tenure-track position in clinical psychology at the Assistant Professor rank effective January 1 or July 1, 1999. Applicants with research interests in any area of clinical psychology are invited to apply. Of particular interest would be applicants with experience in cross-cultural psychology, personality, or addictions. The candidate must have a PhD in clinical psychology (complete or near completion), a strong research record, evidence of effettiveness in teaching and supervision, completion of an internship in an accredited or equivalent setting, and eligibility for registration as a psychologist in Saskatchewan. The successful applicant will teach both graduate and undergraduate courses, but the majority of duties will be in the graduate program and will include engaging in an active research program. This position is one of 6 core full-time faculty positions in our clinical psychology doctoral program founded 20 years ago, which is fully accredited by both APA and CPA and is strongly supported by the university. For further information please see the department's web site at: www.usask.ca/psychology or contact Dr. Carl von Baeyer, e-mail: carl.vonbaeyer@usask.ca; fax (306) 966-6630; phone (306) 966-6676. In accordance with immigration requirements, this advertisement is diretted in the first instance to Canadian citizens and permanent residents. Other qualified applicants are also invited to apply. The University is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. Applicants should submit a curriculum vitae and arrange to have three letters of reference sent to: Dr. Linda McMullen, Head, Department of Psychology, 9 Campus Drive, Saskatoon, SN S7N 5A5. Closing date for applications is November 1, 1998 or when the position is filled.

UNIVERSITY OF WATERLOO — Psychology. Applications are being accepted for a tenure track position at the Assistant or Associate Professor level in Industrial/Organizational Psychology beginning September 1, 1999. The sucessful candidate must have a PhD in Psychology, Organizational Behaviour or equivalent field, and published research. Candidates with expertise in either personnel or organizational psychology will be considered. Responsibilities include research, undergraduate and graduate teaching, supervising graduate students and administration. For additional information about our

CAUT ACPPU BULLETIN

Publisher's Statement
Déclaration de l'éditeur

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, handicap, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using gender specific language will not be accepted except when the language has been mandated by Human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT *Bulletin* may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protetted in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th, St. N.W., Washington, DC 20005; tel: 202-737-5900.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques d'handicap, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage sexiste ne sont pas acceptées à moins que la loi sur les droits de la personne ne le permettre. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du Bulletin une déclaration énoncant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. A cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le *Bulletin* de l'ACPPU de fournir des renseignements à caractère confidentiel.

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. A l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th. St. N.W., Washington, DC 20005; tél: (202)737-5900.

Tarifs de publicité

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Ad Deadlines '98/99

The *Bulletin* is published 10 times during the academic year: 1st week of each month September through June.

ISSUE	CLASSIFIED	OISPLAY
November	October 2/98	October 9/98
December	November 6/98	November 13/98
January	December 4/98	December 11/98
February	January 8/99	January 15/99
March	February 5/99	February 12/99
April	March 5/99	March 12/99
May	April 6/99	April 13/99
June	May 7/99	May 14/99

Note: All deadlines are by 12 noon, EST. No changes or cancellations after the deadline.

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CAUT BULLETIN

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Dates limites

Le *Bulletin* est publié dix fois pendant l'année universitaire : la 1re semaine de chaque mois, de septembre à juin.

NUMÉRO	PETITES ANNONCES	GRANOES ANNONCES
Novembre	2 octobre 1998	9 octobre 1998
Décembre	6 novembre 1998	13 novembre 1998
Janvier	4 décembre 1998	11 décembre 1998
Février	8 janvier 1999	15 janvier 1999
Mars	5 février 1999	12 février 1999
Avril	5 mars 1999	12 mars 1999
Mai	6 avril 1999	13 avril 1999
Juin	7 mai 1999	14 mai 1999

Les dates limites tombent à midi, HNE. Il n'y a aucune modification ou annulation après la date limite.

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ANNONCES CLASSÉES

department and this position, see our website at: http://arts.uwaterloo.ca/psychology/. Salary range commensurate with qualifications and experience. Application deadline is October 31, 1998 although applications will be reviewed as they are received. Submit curriculum vitae, reprints or preprints and arrange for three letters of reference to be sent to: VO Psychology Search Committee, Department of Psychology, University of Waterloo, 200 University Ave. W., Waterloo, Ontario, N2L 3G1, Canada. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF TORONTO — The Department of Psychology at the University of Toronto (St. George Campus) invites applications for a tenure-track position, subject to budgetary approval, at the rank of Assistant Professor, beginning July 1999, in the area of Personality/Social Psychology. The candidate must have a PhD in the relevant area or be near completion and have a strong research record. Salary will be commensurate with qualifications and experience. A curriculum vitae and three letters of recommendation should be sent to: Professor Peter C. Herman, Department of Psychology, University of Toronto, 100 St. George Street, Toronto, Ontario M5S 1A1 Canada. Application Deadline is October 31, 1998. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities.

UNIVERSITY OF WESTERN ONTARIO — Faculty Position for Clinical Psychologist with special interest in child health, the University of Western Ontario, Departments of Psychology and Family Medicine. We invite applications for a probationary (tenure track) position at the Assistant Professor level. Individuals with research interests in an area of Clinical Psychology related to Child Health are invited to apply for this position. Jointly appointed between the Departments of Psychology and Family Medicine, the successful candidate will have strong doctoral-level academic training in Clinical Psychology, and demonstrated ability in research and teaching in the area of child/family health psychology. Experience applicable to interdisciplinary primary health care is desirable. The key role in Family Medicine will be as a full team participant in interdisciplinary research. The Clinical Psychology Program adheres to the scientist-practitioner model and is CPA and APA-accredited. Applicants should submit a vita, copies of representative publications, and arrange to have three letters of recommendation sent to: Dr. Jim Olson, Chair of the Child Health Selection Committee, Department of Psychology, The University of Western Ontario, London, Ontario, Canada N6A 5C2. This position is subject to budgetary approval. The anticipated starting date is July 1, 1999. The closing date for receipt of applications is October 15, 1998. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to Employment Equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals, including women, members of visible minorities, aboriginal peoples, and persons with disabilities.

UNIVERSITY OF WESTERN ONTARIO — Faculty Position in Clinical Neuropsychology or Human Behavioural Neuroscience. The University of Western Ontario, Department of Psychology, invites applications for a probationary (tenure-track) position at the Assistant Professor level. Individuals with an active research program in any area of Clinical Neuropsychology or Human Behavioural Neuroscience are invited to apply. Duties will include graduate student supervision, graduate and undergraduate teaching, and clinical supervision. A strong biological orientation is preferred. Applicants should submit a vita, copies of representative publications and arrange to have three letters of recommendation sent to Dr. James Olson, Chair, Department of Psychology, The University of Western Ontario, London, Ontario, Canada N6A 5C2 by January 1, 1999. This position is subject to budgetary approval. The scheduled starting date is July 1, 1999. In accordance with Canadian immigration requirements, priority will be given to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

RECREATION & LEISURE STUDIES

BROCK UNIVERSITY — Faculty of Physical Education & Recreation. The Department of Recreation and Leisure Studies invites applications for a tenure track position at the Assistant or Associate Professor level effective January 1, 1999 or July 1, 1999. The successful candidate will be expected to teach and conduct research in tourism. The candidate will be involved in the development of a new multidisciplinary undergraduate degree program in tourism as well as the recreation and leisure studies undergraduate degree program. In addition, there will be opportunities to participate in Brock's Tourism Management Professional Certificate Program. Preference will be given to candidates who have their doctorate in recreation and leisure studies or a closely related field and have experience at the university level. A letter of application, a curriculum vitae, and the names of three referees should be submitted to Dr. J. Larsen, Chair, Department of Recreation and Leisure Studies, Faculty of Physical Education and Recreation, Brock University, St. Catharines, Ontario, L2S 3A1. Closing date for applications is October 15, 1998. This position is subject to final budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

RELIGION AND SOCIETY

UNIVERSITY OF TORONTO — The Department for the Study of Religion (.67) and the Department of Sociology (.33) in the University of Toronto invites applications for a tenure-stream position, at the rank of Assistant Professor in the Sociology of Religion. Applicants should have a Ph.D. in the field of religious studies with significant work in sociology or a Ph.D. in the discipline of sociology. Candidates with expertise in the following will be particularly attractive: the application of social-scientific theories and methods to the study of religion; familiarity with broad theoretical areas in sociology; a research focus on issues of religious diversity and interaction. Field experience with diverse religious groups would be desirable. As well as being able to undertake more specialized teaching (both undergraduate and graduate) the successful candidate for this position will be qualified to offer a course on the sociology of religion and to teach introductory courses in world religions and in the phenomenon of religion. A letter of application, curriculum vitae, evidence of teaching effectiveness, representative scholarly work and three letters of reference should be sent to the Chair, Department for the Study of Religion, 123 St. George St., University of Toronto, Ontario M5S 2E8. The appointment will be effective 1 July 1999. Applications should be received by October 9 1998. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples, and persons with disabilities.

SOCIOLOGY

QUEEN'S UNIVERSITY — The Department of Sociology at Queen's University invites applications from qualified persons for a tenure-track appointment at the assistant or associate professor rank, commencing July 1, 1999. The Department is seeking a specialist in sociological theory (classical, contemporary, feminist), along with other areas of expertise, among which quantitative sociology and a focus on Canadian society are highly desirable. Candidates should possess a PhD degree in Sociology. Salary is commensurate with experience and qualifications. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Applications, including vitae and names of three referees, should be sent to Dr. Robert M. Pike, Chairperson, Appointments Committee, Department of Sociology, Queen's University, Kingston, Ontario, K7L 3N6, Canada. The closing date for receipt of applications is November 30, 1998. The Department offers B.A., M.A. and PhD degrees in Sociology. Further information about the Department and University is available on the World Wide Web at http://info.queensu.ca

UNIVERSITY OF TORONTO at Scarborough — Sociology. Applications are invited for a tenure stream appointment in Sociology. Teaching and research interests in race and ethnic relations; methods and statistics as they relate to demographic diversity and minority studies, which include aging minority, national, religious, sexual minorities as well as racial and ethnic minority studies. The appointment will be at the assistant professor level. PhD required. Send application with curriculum vitae and names of three referees to: Professor E.C. Relph, Chair, Division of Social Sciences, University of Toronto at Scarborough, 1265 Military Trail, Scarborough, Ontario M1C 1A4. This advertisement is directed to Canadian Citizens and Landed Immigrants (permanent residents) of Canada. In accordance with its Employment Equity Policy the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities. Closing date: October 1, 1998.

UNIVERSITY OF TORONTO at Mississauga, Erindale College, Department of Sociology. University of Toronto at Mississauga, Department of Sociology, invites applications for a tenure stream appointment at the level of either Associate or Assistant Professor. Applicants should have completed their PhD, be actively involved in survey research and provide evidence of excellent undergraduate teaching. The position involves the administration of the Hitachi survey research centre with the assistance of a technician (e.g. promoting the centre by attracting funded research, supervising research and publishing the results in addition to day-to-day administration) and competency in at least one other substantive area. Salary will be commensurate with academic rank. Candidates should send a curriculum vitae and a statement of teaching specializations and research interests to the address below. Applicants should also ask 3 referees to send letters of recommendation under separate cover. Address all correspondence to the Chair of the Search Committee, Department of Sociology, University of Toronto at Mississauga, Mississauga, Ontario L5L 1C6. Appointment will take effect July 1, 1999. Closing date for receipt of applications is October 16, 1998. In accordance with its employment equity policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

SPANISH

UNIVERSITY OF ALBERTA — The Faculty of Arts at the University of Alberta is engaged in extensive renewal of its staff and is committed to ensuring that the many new appointments anticipated over the next few years will secure for the future the lively and productive intellectual environment on which it prides itself. Applications are invited for a tenure-track position in Spanish, effective July 1, 1999, for an Assistant Professor, in the Department of Modern Languages and Cultural Studies. Entry level salary for assistant professors is currently $42,054. The successful candidate will have a PhD, native or near-native proficiency in Spanish, demonstrated research competence, and strong teaching potential. She should be very well qualified in an area of Hispanic linguistics, applied linguistics, or second language pedagogy. She will be expected to teach at the undergraduate and graduate level in the area of specialization, to teach core language courses in Spanish and to take on responsibilities in the coordination and management of the language program. The Department is especially interested in hearing from applicants who are able to offer a secondary interest in one or more of the following areas: computer assisted language learning, translation, business Spanish, or language and cultural studies. A sound knowledge of another Romance language, or of a Germanic or Slavic language would be an asset. The area of Applied Linguistics has become a major focal point in the Department and is expanding rapidly. The successful candidate will work with a newly constituted group of applied linguists to develop courses and programs in this area. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications, including a resume, all university transcripts, and three letters of recommendation, should be sent by December 1, 1998 to Dr. Donald Bruce, Acting Chair, Department of Modern Languages and Cultural Studies: Germanic, Romance, Slavic, University of Alberta, Canada, T6G 2E6. Inquiries may be directed to dolores.wohlandt@ualberta.ca; Tel: (403) 492-1997; Fax: (403) 492-9106. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

SPANISH & LATIN AMERICAN STUDIES

UNIVERSITY OF WATERLOO — The Department of Spanish and Latin American Studies at the University of Waterloo invites applications for a tenure-track position at the Assistant Professor level. A PhD in Spanish Peninsular literature is required. A strong interest in the Golden Age, language teaching and experience in the use of computer language technology are definite assets. The successful candidate will teach language at all levels as well as Peninsular literature and/or culture. Participation in the coordination of language courses and in other Departmental committees is expected. The successful candidate must have excellent command of both the Spanish and English languages, and must show potential for outstanding teaching and research in the area of his/her interest. Since the appointment will be made at the Assistant Professor level, the salary range will be commensurate with that rank. The appointment will be effective July 1, 1999. The closing date for applications will be September 30, 1998. Send applications including curriculum vitae and the names of three referees to A. Fama, Chair, Spanish and Latin American Studies, University of Waterloo, Waterloo, ON N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

STATISTICS

UNIVERSITY OF MANITOBA — The Department of Statistics at the University of Manitoba invites applications for one and possibly two Tenure-track appointments at Assistant Professor rank in the field of Statistics. The appointment will begin on January 1, 1999, or on a date mutually agreed upon. The successful candidates must have a PhD degree (or a PhD degree to be completed by the starting date) in Statistics and have demonstrated competence in teaching and research in the area of Statistics and/or Biostatistics. The positions are subject to final budgetary approval. Duties will include undergraduate and graduate teaching and supervision, research and service-related activities. The current salary range at Assistant Professor rank is $40,868 - $62,509. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canada Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send applications including an updated curriculum vitae and three letters of reference to: Dr. Smiley W. Cheng, Chair Search Committee (Statistics), Department of Statistics, The University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2. Tel: (204) 474-9826; Fax: (204) 474-7621. E-mail: Smiley_Cheng@UManitoba.CA. Closing date for receipt of applications is September 30, 1998

UNIVERSITY OF TORONTO at Mississauga, Erindale College — Department of Statistics, University of Toronto invites applications for a tenure-stream appointment at the Assistant Professor level starting July 1, 1999. Duties will include research, undergraduate and graduate teaching and involvement in graduate supervision. Excellence in research, a strong interest in teaching applied statistics and a doctoral degree are required. For more details see http://utstat.utoronto.ca/jobs.html. Letters of application with curriculum vitae and three letters of reference should be sent to Professor Nancy Reid, Chair, Department of Statistics, University of Toronto, Toronto, Ontario, Canada M5S 3G3 by January 15, 1999. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

STUDIO ARTS

UNIVERSITY OF GUELPH — The School of Fine Art and Music at the University of Guelph invites applications for two probationary faculty appointments in Studio Arts at the Assistant Professor level beginning August 1, 1999. Applicants must hold an MFA or equivalent degree and be practicing professional artists with a significant record of exhibitions and related activities such as publications and commissions. A strong commitment to undergraduate and graduate teaching as well as to participation in the academic life of the University is expected. Knowledge of contemporary and historical art theory and practice and the capacity to debate these issues actively and creatively is expected of applicants. University or college teaching experience and an understanding of the educational development of a studio program are also required. The following describes the areas of teaching and studio practices for which the School seeks applicants. Position 1: Sculpture and Related Practices: This appointment is expected to provide serious leadership for the teaching and practice of sculpture in a BA Honours Program and in an MFA Program in Studio Art. The applicant must provide evidence of substantial knowledge of the materials and procedures of sculpture and demonstrate an ability to engage directly and physically with them. The successful incumbent will be expected to nurture the tentative and exploratory processes of drawings and maquettes as they relate to three dimensional form. A capacity to respond to developments in contemporary art is essential. Position 2: Painting and Related Practices: This appointment is expected to provide serious leadership for the teaching and practice of painting in a BA Honours Program and in an MFA Program in Studio Art. The applicant must provide evidence of substantial knowledge of the methods and materials of painting and demonstrate an ability to engage directly and physically with them. Sufficient drawing expertise is required to teach the processes by which form and space are made plastic. A capacity to respond to developments in contemporary art is essential. Deadline: October 30, 1998. Candidates should submit a letter of application, current curriculum vitae, twenty slides of own work, and a statement of teaching philosophy. At the same time, candidates should request that three confidential letters of reference be sent to: Dr. Chandler Kirwin, Acting Director, School of Fine Art and Music, 201 Zavitz Hall, University of Guelph, Guelph, Ontario N1G 2W1. The appointments are subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

SURGERY

THE UNIVERSITY OF BRITISH COLUMBIA — Faculty of Medicine. The Department of Surgery at The University of British Columbia is seeking an outstanding academic surgeon with a Masters in Education degree to serve as a Surgical Educator in the Department of Surgery. This will be a full time (1.0) tenure track position at the rank of Assistant Professor. The individual we seek is expected to plan, organize, implement and monitor a research program in Surgical Education. The salary will be commensurate with experience and qualifications. The anticipated starting date will be 1st November, 1998. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested applicants should forward a letter of application and updated curriculum vitae along with the names of two referees by: 1st October, 1998 to: Dr. Richard J. Finley, Head, Department of Surgery, 910 West 10th Avenue, Rm. 3100, Vancouver, B.C., Canada V5Z 4E3.

THEORETICAL ASTROPHYSICS

CANADIAN INSTITUTE FOR THEORETICAL ASTROPHYSICS/INSTITUT CANADIEN D'ASTROPHYSIQUE THÉORIQUE. Postdoctoral Fellowships. CITA is a national centre for theoretical astrophysics located at the University of Toronto. The Institute expected to offer several postdoctoral fellowships of two to three years duration this year. The starting date will be 1 September, 1999. Funds will be available for travel and other research expenses. Fellows are expected to carry out original research in theoretical astrophysics under the general supervision of the faculty at CITA whose interests include: cosmology, interstellar matter, nucleat and relativistic astrophysics, solar physics, stai and planet formation. How to Apply: We would prefer electronic submissions. See the CITA we page at: http://www.cita.utoronto.ca/cita.html for instructions. Applicants unable to access the web should mail: a curriculum vitae; statement of research interests; and arrange for three letters of recommendation to be sent to the Director of CITA. All applications and letters should be sent to: Professor J. Richard Bond, Director, Canadian Institute for Theoretical Astrophysics, University of Toronto, 60 St. George Street, Toronto, Ontario, Canada. M5S 3H8. Deadline for applications and all letters of recommendation is 1 December, 1998.

CANADIAN INSTITUTE FOR THEORETICAL ASTROPHYSICS/INSTITUT CANADIEN D'ASTROPHYSIQUE THÉORIQUE. Senior Research Associate Positions. CITA is a national centre for theoretical astrophysics located at the University of Toronto. The Institute expects to offer one or more senior research associate positions of three to five years duration. The starting date will be 1 September, 1999. Applicants should have an excellent record in astrophysics and postdoctoral experience. Funds will be available for travel and other research expenses. The primary duty is to carry out original research in theoretical astrophysics, but senior research associates are also expected to work with postdoctoral fellows and to assist with administration of the Institute. All applicants for senior research associate positions will also be considered automatically for postdoctoral fellowships. How to Apply: We would prefer electronic submissions. See the CITA web page at: http://www.cita. utoronto.ca/cita.html for instructions. Applicants unable to access the web should mail: a curriculum vitae; statement of research interests; and arrange for three letters of recommendation to be sent to the Director of CITA. All applications and letters sent by mail should be sent to: Professor J. Richard Bond, Director, Canadian Institute for Theoretical Astrophysics, University of Toronto, 60 St. George Street, Toronto, Ontario, Canada. M5S 3H8. Deadline for applications and all letters of recommendation is 1 November, 1998. Applicants unable to access the web should mail: a curriculum vitae; statement of research interests; and arrange for three letters of recommendation to be sent to the Director of CITA. All applications and letters sent by mail should be sent to: Professor J. Richard Bond, Director, Canadian Institute for Theoretical Astrophysics, University of Toronto, 60 St. George Street, Toronto, Ontario, Canada. M5S 3H8. Deadline for applications and all letters of recommendation is 1 December, 1998. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. In accordance with its Employment Equity Policy the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities.

ACCOMMODATIONS

Sabbatical Rental — Looking for 2-3 bedroom sabbatical rental for Sept '98 in Toronto or Kingston area. Phone Dr. Hutchman at (506)735-3653 or (506)737-5132 or e-mail mhutchman@hotmail.com

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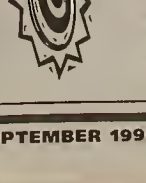

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